



# Excel Leader Advisory Letter

ISSUED BY THE EXCEL LEADERSHIP GROUP

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## Excel's Mission Statement

To help business leaders achieve higher profits by creating a high performance culture and unleashing the talents of all associates.

## Thought for December

"The leader is a team builder who empowers individuals in the organization and passionately 'lives the vision,' thereby serving as a mentor and example for those whose efforts are necessary to make the vision become reality."

-Burt Nanus



As an effective leader, you can create your own high octane culture based on greater levels of employee engagement and discretionary effort. Your culture will in turn contribute directly to producing sustainable world-class results and higher profits. Therefore, despite the current recession and all its related challenges to your bottom line, you should continue investing in the development of your own leadership skills and those of your team.

With this opportunity in mind, we have been discussing those competencies that distinguish truly outstanding leaders from others. Thus far, we have reviewed fourteen: high integrity, visioning, communication, change agent or catalyst, resilience, personal power, initiative or bias for action, achievement drive, empathy, intentionality, powerful influence, organizational awareness, developing others and building trust.

This month, I'd like to talk about emotional self awareness and its connection to effective leadership. People with strong emotional self awareness know how they feel at any given time, can identify the source of those feelings and can identify how those feelings manifest themselves in physical symptoms such as sweaty palms, headaches, etc. From a leadership point of view, perhaps the most important fact is that those with high levels of emotional self awareness understand how feelings can affect performance. Let's discuss a few coaching tips that you and your leadership team can employ to enhance your emotional awareness:

1. "Check in" with yourself. Set aside time during your day to assess your emotional state. What are you feeling? What is the source? How are these feelings manifesting themselves in your body? Tensing in the shoulders? Teeth clenching? Feeling worn down? Anxious? Fearful?
2. Label your emotions. Once you have determined what and how you are feeling, learn to label these emotions. Put a name to them. Some examples might include: anger, fear, surprise, or passion. Also, identify the source of the feeling ... what is triggering how I feel right now? To support this, I always encourage my clients to keep a journal and write down (and even label) feelings. To assist you in labeling feelings and identifying triggers, I have some helpful materials that I will be happy to provide upon request.
3. Be in the moment. "Listen" to what your emotions and feelings might be telling you in this moment. Learn to use that information to gain further insight that could provide valuable guidance in working through an issue or problem.
4. Be introspective. Building on tip #3 above, listen to your own intuition and inner voice. Get

in touch with your core values. Set aside “activities” for awhile and meditate or take a long walk. Appreciate that your emotions are a valuable source of information.

I encourage you to try these steps to help strengthen emotional awareness for you and your team. Let me know how they work for you. Also, if you have encountered any other “best practices” that have worked for you in this area, please do share them. Next month, we will review the sixteenth and last critical dimension or characteristic: emotional self control.

As always, I encourage you to contact me anytime at [mike@excelleadership.net](mailto:mike@excelleadership.net) with your comments and questions. Also, if I can be of assistance with your leadership needs, please contact me. Remember also that despite the economic challenges that we currently face, we have much to be thankful for as we celebrate this holiday season with family and friends. Have a safe and joyous holiday season and we'll talk to you again in January. Be well and best regards.

Join our Web-based “community” devoted to open and honest discussions on topics related to leadership challenges and solutions. To join, simply visit [TheExcelLeadershipGroup.net](http://TheExcelLeadershipGroup.net) and click on “Community.”



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on your company's leadership team.*