

August, 2011 ezine
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A Personal Note from Joy:

It's finally summer here in Minnesota! We had fun with family visiting, and it was also a busy month with coaching, presentations and workshops.

Many of you know I'm a believer in Vision Boards, and last August [I update my vision board every 3 years] my new vision board had a picture of a pontoon plane. Lucky me! There was an opportunity for a ride while we were all together at my brother's lake home. Here I am getting ready for a fun ride with my nieces from California – we loved it!



This month's **Featured News** was based on a conversation I had with my son Ben, home for a visit from college which gave me the idea to write about our young, emerging leaders.

My **Q&A** Section this month is a question from Ellen about having a power struggle with her 5 year old. As I know many of you are parents, I thought you might find this helpful.

Feedback from happy workshop participants this month: *"The workbook content was very helpful and all of the exercises and interactions were extremely beneficial. Joy's knowledge, tips and energy was great. I would highly recommend Joy!"*

**Welcome July Clients:
Traver – Eric - Jamie
We're Delighted to Have You Working With Our Team!**

And A Big Welcome to our new Global Subscribers!

As you continue to **step up YOUR life** in 2011 be sure to **consider coaching now more than ever**, as a way to **eliminate 2-3 steps** on your ladder to success!

See you next month,

A handwritten signature in black ink that reads "Joy!". The signature is stylized and includes a small exclamation point.

P.S. You're now able to download pdf's, videos and audios from the ezine for easy listening/reading pleasure on any of your electronic devices.

Featured News:

Our Young, Emerging Leaders



I'm feeling compelled to write about our emerging leaders after a recent visit with my son, Ben. He is in college and going to summer school out of state and is working part time, so I haven't had the opportunity to sit down and chat with him very often.

What he said was so interesting and compelled me to write this Featured News today. I hope it has you reflect on, and assess, how you can make a difference with these young, emerging leaders. – Joy

Not everyone necessarily agrees on a description of emerging leaders, yet there is agreement on the significance of them in redefining the future of organizations, and of society. This is a different generation.

Commit to the Development of Emerging Leaders. There are young, emerging leaders entering the workforce. They are disillusioned with the trillion dollar debt and the inept ways our government is attempting to resolve it. These young leaders have a lot to offer. So before you focus on creating a succession plan for your established team, please consider the importance of including this new generation of leaders.

Living by Your Values? These emerging leaders have an enormous interest in values, how you live by them, and what to do if you're expected to disregard your own principles in the workplace.

Ben has had managers in the past who have been fired for stealing or for other 'out of integrities'. Ben has been talking a lot about his current boss (who unfortunately just resigned). Ben loved the ideas his boss came up with and how fair he was, and how he was very respectful with both the employees and the customers. His boss was a great role model for Ben, and I'm very glad Ben had the opportunity to work with someone like that – at 20 years old, I think it was the first time Ben had worked for a boss whom he respected.

These young leaders are hungry to follow intelligent, authentic, trustworthy leaders. I am hoping that defines you.

Empower the Company Systems with Emerging 'Thought Leader' Ideas. These emerging leaders are also thought leaders. Support them by creating programs or products where they can offer their ideas and make a significant contribution towards the success of the company's bottom line. As with most any employee, allowing them to have a hand in creating the process gives the buy-in and true commit to seeing it all the way through.

Emerging Leaders Are the Future Our emerging leaders are in a new age, living with enormous change and uncertainty. I see a new generation of leaders occurring at every level—mission-focused, values-based, and demographics-driven. They see the future because they are the future, as hard as it is to define.

They are a new breed, a new generation, different from many of the earlier leaders. In the darkness of our times, they "shine a light," as Jim Collins would say.

Mentoring is a Leadership Privilege. Mentoring is highly circular, you learn as much

from young leaders as they do from you. Support them, cheer them on, and, in the end, follow them, for they are our leaders of the future. These emerging leaders want to be heard, and they truly do have a lot to teach us.

The conversation with Ben made me even more aware that their generation has been raised in a 'flat' world, and he would not hesitate to move across the globe, not just across the country. When Ben graduates he wants to leave the US and work where he can help people, and get away from the greed he has witnessed in our government and enterprise.

“To serve is to live” is not an unfamiliar phrase to these young leaders. They are volunteering, serving in amazing ways—not waiting until they are 50 to begin changing lives, including their own. Let’s not lose our young, enterprising youth to other cultures. Let’s create opportunities for them to want to make a difference here in the US.

Q&A:

**Q: I had a power struggle with my five year old daughter this morning which got me off on the wrong foot for the rest of the day. How do people isolate so well?
—Ellen, California**



A: Hi Ellen, great question, and I'm sure that many of the ezine readers who have children can relate to the good ol' power struggle. I can say that lightly now that my children are young adults, yet I can certainly remember some struggles.

What you're really talking about here Ellen is managing your state. Right now, you're letting a situation manage you, and that doesn't feel very empowering. It's really all about taking your power back, and here's some easy ways people have learned do that and to isolate a negative situation, and you can too:

1. **Acknowledge You're Not Perfect** and that you may actually act like a 5 year old yourself some days. And it's ok – acknowledge it and let it go.
2. **Create a Capture List.** When you are in a neutral state, write down all the ways you can respond to your 5 year old daughter, other than having a power struggle. This is your 'capture list', capturing any ideas you have of ways you can take different action in the future. This way, when a power struggle happens again (and it probably will), you'll have already come up with some empowering resources that will be available to you.
3. **Be Present.** If this situation negatively affects you throughout your day, you're not very present. Take some deep breaths, go out for a walk, listen to your favorite music, watch a funny movie, and continue on with your day feeling good about all the great times you've shared with your 5 year old daughter.
4. **Remember The Magic Moments.** What were some of your magic moments together, what did she do that made you both laugh so hard, what made you feel really proud? You do get what you focus on, so reflect on all of the positives and allow those to help you create a fantastic day.
5. **Apologize and Forgiveness.** When things have simmered down, go back and apologize for what you said and did. Hugs are always good, and so are fun activities to do together.

It's easy to let situations get the best of us. The more you exercise your 'being present' muscle, the less a situation will affect your whole day. 5 year olds are very forgiving, remember to forgive yourself too.

Joy

PS. Be sure to enjoy a wonderment of a 5 year old – they grow up so very fast!

Monthly Reminders:



Our Speed To Advancement™ Certified Business Coaching Program has officially launched! You can join anytime during the program and get the support you need in creating your dream coaching career for the **lifetime of your business!** www.speedtoadvancement.com.

Register for the **final spot left** for the fall LeaderSHIP™ Journey [click here for the details](#). Leadership Coaching and a Sailing Adventure!



LeaderSHIP™
Journeys

Visit our booth #213 at the International Coaches Federation Annual Conference in Las Vegas, September 24 – 26th. <http://www.coachfederation.org/conference/>

Submit your question to Joy@JoyPecchia.com for the Q&A section of the ezine and look for my response in a future issue.

Let me know if you're aware of any upcoming events where they're looking for speakers or break-out facilitators – I appreciate referrals!

Sign up for my blog **RSS Feed** at www.BehindBoardroomDoors.com.

I simply can't reach as many people by just promoting products and services myself. So I have a winning business proposition for you. Register as an [affiliate](#) and earn a commission too!

Remember to sign up for your exclusive [coaching package](#) today!