

# Creating Leadership Connections



Susan M Barber

Susan M Barber is the founder of Susan M Barber Coaching & Consulting, LLC. Specializing in organizations, teams and individuals who desire to significantly improve performance in leadership and personal development.

With 25 years of leadership experience at a Fortune 200 company like Kraft Heinz, she was a highly agile leader in the Customer Service, Supply Chain and IT functions. She has leveraged these experiences and business acumen to create a customized coaching partnership delivering sustainable results and high levels of success for her clients.

## What Type of Legacy Do You Want to Leave?

Have you considered what your leadership legacy will be? What would people say about you if they were asked? The story that others share about you says a lot about who you are as a person and as a leader. Many people may not think about a leadership legacy until they are at the end of their career. It should be something that you focus on at the beginning of your career instead. What do you want people to say about you? What type of leader are you aspiring to be and are you striving to be that way each day?

The words that you say to people can leave them feeling motivated or disengaged. Think about the people that you admire as leaders. What have they done to inspire you into being a better leader? Do you want to be that type of person doing the same for your team? Each interaction with someone is an opportunity to make a positive or a negative impression. Which one will you choose?

Here are some other articles on leadership legacy for you to read:

<http://susanmbarber.com/2016/10/18/what-will-your-leadership-legacy-look-like/>

<http://susanmbarber.com/2017/08/10/can-you-see-yourself-as-an-optimist/>

<http://susanmbarber.com/2017/05/17/where-do-you-want-to-spend-your-time/>

You can sign up [here](#) if you would like to receive my leadership blog in your inbox each weekday!

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If you would like to set up time for a complimentary coaching session, please click on this [link](#)

# What Is My Story?



It is an interesting question to ask yourself especially as you go through a transition. I have spoken with many former colleagues about leaving an organization where we all worked together. Many of them share a similar story even though they worked in different parts of the organization. Leaving an organization is difficult and you miss the people that you worked with for all those years. There is a grieving process that happens because the company is a part of your identity. It takes some time to fully accept that fact that all of that is changing. You now need to go find a new role for yourself and create a new story.

Going out to find a new job after many years of being with the same company is a big challenge. You need to build an updated resume, start to network if you haven't already been doing that and figure out what you want to do. This last part has been the most interesting part for people. Did you have great passion for what you were doing and you want to continue doing it? Would you now like to pursue something completely different? Many people that I coach are going through this career transition to find a role that will make them happy. This can be a tough decision, but it is an empowering one. What makes it so difficult? The following is a consistent message that I hear and may help explain the mindset that people have.

Organizations generally rank their people in terms of potential and performance. Managers then provide feedback that may sound like *"you are doing all of these things well, but if you could just improve in these other areas, you will be considered for a promotion."* Another favorite is *"you need to do the job before you get the job and we haven't seen enough leadership from you yet."* There is always the reward that you seek, but the rules keep changing and your reward continues to be unreachable. You are told these stories repeatedly and you start to believe them. This can place some doubt in your mind about your capabilities and it can affect your confidence. These stories limit your belief in yourself and prevent you from stepping out of your comfort zone.

Leaving can help you gain some perspective about who you are and what you want. Were those stories accurate? What if they were wrong? What if you believed a whole different story about yourself? What if you could do so much more in another organization if given the chance? Your belief in yourself is huge when you are interviewing for another role. **Don't let past opinions dictate your future and limit you.** So many of my colleagues have gone on to take on bigger roles with more responsibility. They are viewed as "rock stars" now because they have learned so many great skills in their former positions and applied them quickly in the new company. They just didn't know how much they knew until they were put to the test somewhere else.

You need to question whether the stories that others are telling you (or that you are telling yourself) are really true. Are you getting what you want in your career and your life? Do you want to make a change, then do it. You don't have to wait for a big event to happen. If you are proactively driving the story that you want in your life, then you control the narrative. You don't need others to validate whether you are doing the right things. That is something that you can do all by yourself. You get to make all the decisions and write your own story.

## DISC and MOTIVATORS ASSESSMENTS

The world's #1 behavioral profiling tool. DISC provides a highly-detailed analysis of each individual's Natural (i.e. personal/ internal) and Adaptive (i.e. workplace/ external) behavioral styles. A person's behavior is often the strongest predictor of fit; whether that be within a particular job, as the member of a team or as the leader of an organization. The perfect companion assessment to pair with DISC, Motivators measures the seven universal dimensions of motivation that drive each of us. Whereas DISC predicts "How?" a person will behave, Motivators answers "Why?"

## HOGAN PERSONALITY ASSESSMENTS

Hogan challenged decades of academic tradition and criticism to become the first to demonstrate personality's impact on organizational success, pioneering the use of personality assessment to improve workplace performance. Founded in 1987 by Drs. Joyce and Robert Hogan, Hogan leads the world in personality assessment and leadership development. It is an industry leader serving more than half of the Fortune 500.

There are 3 major areas of focus:

The "Bright Side" or the Hogan Personality Inventory – The HPI describes how individuals manage stress, interact with others, approach work tasks, and solve problems

The "Dark Side" or the Hogan Development Survey – The HDS describes behaviors that emerge during times of stress, damaging relationships and derailing careers

The Motives, Values and Preferences Inventory – The MVPI describes an individual's core values – the goals and interests that determine satisfaction and drive careers

Would you like to learn more about your behavior, what motivates you or your personality style? Knowing this information can improve your leadership, communication and relationships with your team, peers and management..

Click [here](#) to set up time with me to discuss how an assessment can help you!!

## Benefits of Assessments

"Leading-edge companies are increasingly adopting sophisticated methods of analyzing employee data to enhance their competitive advantage. Google, Best Buy, Sysco and others are beginning to understand exactly how to ensure the highest productivity, engagement and retention of top talent, then replicating their successes. If you want better performance from your top employees, (who are perhaps your greatest asset and your largest expense,) you'll do well to favor analytics over your gut instincts."

~ **Harvard Business Review,**  
**October 2010**

# Powerful Leadership Group Program

*Powerful Leadership provides the platform for you to:*

- *Create a clear vision of success for you and your team*
- *Achieve significantly better performance for their business and take performance to a higher level*
- *Learn how to build a team that is firing on all cylinders-- a high-performance culture*
- *Improve executive presence and develop stronger communication skills*

*Here is what you will get:*

- *Create your plan for success through Values, Vision, Mission, Purpose*
- *Develop strategic thinking skills*
- *Learn strategies to improve communication skills*
- *Improve executive presence*
- *Develop your blueprint for leading high performing teams*
- *Learn how to leverage your influence to sell your ideas*
- *Expert coaches and support of a high performing group*

*The Powerful Leadership Program is Your  
Chance to Take Your Leadership to the Next Level!*

Groups are starting in **mid-September** and always **fill up quickly!**

Contact Susan Barber at: [susan@susanmbarber.com](mailto:susan@susanmbarber.com) for more information

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