



**The
Impactful
Leader:
The Top 10 Skills to Set You
Apart**

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Leadership

::a process of social influence in which one person can enlist the aid and support of others in the accomplishment of a common task::

Wikipedia

Everyone has a different point of view as to what defines good leadership. Looking at the textbook definition of leadership, you'll see social influence and support of others necessary to help a leader accomplish the goal set. In my opinion and experience though, while these are two great components of leadership, they're not enough into today's world to truly define impactful leadership.

To truly be a leader you have to combine both brains and heart to accomplish goals and to create impact. Here's also the thing - a leader isn't just defined as someone designated by hierarchy or corporate structure. You will find leaders at all levels within an organization, as well as in the community they're involved in. They are seen in all walks of life. Leaders are individuals who step up and want to create their mark in the world. They're obsessed with making a difference and creating positive change.

I wrote this eGuide with those in mind who are looking to feed this obsession and better themselves to better the world around them. The book discusses the Top 10 skills that set apart the impactful leader. It is an offshoot of a blog posting I wrote that was my top-ranked article over a one-year period. I'm very passionate about helping those who want to step up to the plate and take on leadership responsibilities. My mission is to help leaders create a vision of the future that's so compelling and inspiring to move them through what's keeping them stuck.

On to helping you make it happen!

The Impactful Leader: 10 Skills to Set You Apart

How wonderful is it that nobody need wait a single moment before starting to improve the world.

Anne Frank

Now that we know that the world will go on and that the doomsday scenario interpretation of the Mayan Calendar didn't quite unfold as predicted, we still have the opportunity to grab hold of the notion that it might be time to change the standard leadership approaches that we've been applying. The New Year brings with it the opportunity to change the world as we know it and to integrate social responsibility into both our business and life approaches. What are the ten leadership approaches that will set you apart from the textbook leaders?

1. **Integrate fun and play into the workplace.** A Littleton, Colorado-based energy company found that its unwanted turnover decreased from 25 to 5 percent within a year after it instituted a "play policy". This will help you get along better with your employees and address the boredom and lack of inspiration that creeps in by employees who are on the verge of disengaging.
2. **Develop yourself to develop your business.** As the leader, you set the tone for your organization. A healthy sustainable organization has a leader who is willing to work on himself so he can best lead the organization.
3. **Cultivate your corporate culture.** Your corporate culture can ruin, hinder or drive the company's success. You have to be willing to take on conflict and negativity in an open fashion to turn it around to where employees feel included, rewarded, enthused and committed to be part of your company.
4. **Understand that as a leader you've been gifted to serve.** If you want to be a leader, first figure out how you can give back to your team and your community. By in serving them, they'll honor you with their loyalty.
5. **Focus on both your and your team's health.** To serve as a fully present and enthusiastic leader requires that you run on a full battery. When you and your team are

physically healthy, you're mentally strong, which contributes to your own person success.

6. **Mentor women to channel their strengths.** Vive la difference! We've been teaching women that they have to kick their Cinderella ways to the curb and be more like Prince Charming in the workplace to move up the ladder. It's as if we're making the feminine something that is innately flawed for the corporate environment. However, wouldn't we have much more of a ball (no pun intended!) in the workplace if we allowed both men and women to dance in partnership with their complementary ways?
7. **Bridge the generational differences and play to their gifts.** We tend to stereotype employees according to their generation and make the newer generations out to be "lazier, less loyal, and entitlement-thinkers". Why not instead focus on the strengths of the individuals and foster the growth of these traits and not the perceived inadequacies of the generational association?
8. **Share your knowledge and collaborate.** Participate in panels, conferences, networking events and media requests and be a role model to motivate others to jump into action as well.
9. **Make your life matter.** Be inspired to use your "day job" as the tool to help you achieve the impact you want to have and achieve major satisfaction in life.
10. **Develop your own unique leadership style.** Instead of trying to follow some prescribed cookie-cutter leadership style, make a conscious effort to utilize your own traits and behaviors that make you unique and give you drive.

To Do List:

Get a pen and paper ready. Be prepared to add in your own thoughts and create a list of items that resonate with you.

Number 1: Integrate Fun and Play into the Workplace

3 Ways to Make the Workplace More Fun & Progressive

To love what you do and feel that it matters - how could anything be more fun?

Katherine Graham

Did you know that Google gets 1,000,000 job applications a year? Only 0.5% or 5,000 of those applicants are hired. What makes Google such a draw to potential hires? Is it the fact that its employees have creative license to think outside the box? The salary and benefits? Or could it be the perks? What do you think of these?

Google employees can eat breakfast, lunch and dinner at any of the company's 11 gourmet restaurants. If you gain what's called the Google 15, hit the gym. Training is free. So are the massages. There's volleyball, swimming, rock climbing, game rooms and scooters. And how's this for a perk? Google will kick in \$5,000 for the purchase of a hybrid car. All this and every day is take your dog to work day.

It's easy to see why job seekers would want to join the 0.5% of those who get accepted into Google. However, what are the other 99.5% to do? Or how can a company attract quality talent such as the Google applicants? The key here is that Google from the onset understood that fun and progressiveness are what brings about productivity and profits to make the company sustainable, as well as have a major impact on the global economy. To be fun and progressive doesn't have to cost the company a lot of money. Actually, it's quite the opposite – it's more about non-monetary investments in employee creativity, engagement and the need to matter.

Three fun ways to inject a healthy dose of fun and progressiveness are:

1. **Integrate creative play into the work environment.** A study conducted last year in Japan showed that stress hormone levels decreased for employees when their employers instituted creative play into their human capital development practices. The practices can be things such as:

- bring-to-work potluck lunches
- breakrooms with games
- drawing contests
- organized happy hours
- company sports teams
- lunch hour stand-up comedy competitions
- knitting group lunch meetups

The bottomline is that it really doesn't have to cost big dollars to create corporate play programs. And, these programs don't always have to be run by corporate HR departments. Sometimes all it takes is an employee who is willing to champion the initiative and be allowed to do so while on the job. If you're an employer who is concerned about this task detracting from the employee doing her regular job, a Littleton, Colorado-based energy company found that its unwanted turnover decreased from 25 to 5 percent within a year after it instituted a "play policy".

2. **Implement a formal employee volunteerism program.** All of us want to feel like our life matters. Most fear that upon their death bed, they'll have major regrets for things they never accomplished. Therefore, as an employer to retain and keep your employees motivated, the easiest thing to do is to allow for them to serve their community. IBM reportedly has seen a 3:1 ROI on its corporate citizenship initiative, i.e. \$3 on every dollar the company has spent. As a company, you can either select a cause or multiple causes that are in alignment with your corporate mission and values or you can offer the employee to select a cause and afford him the opportunity to take time away from his job to serve as a volunteer. If you're an employee who would like to see a formal

program adopted at your company, share with your employer what value IBM and other companies have derived from their programs. Share facts and figures by making a compelling business case and enlist other supporters within.

- 3. Bring nature into the workplace as an employee wellness initiative.** Don't you dread being cooped up in your cube or office for 8+ hours every day? It causes you to feel drained, lethargic and unfocused. According to a psychologist at Monmouth University, your attention span throughout the day is cyclical, and the brain tunes out after about 90 minutes. You then need downtime to recycle brain chemicals needed to maintain focus and store information. There isn't a better way to improve brain health than bringing nature into the office. Australian researchers found that study subjects who put a single plant into their workspace felt 40% less angry, depressed, anxious and tired. As an employer, let your employees know that you encourage plants in the workplace. You might even want to have a cube-decorating competition to stimulate the cube landscape "artistry".

To Do List:

The top 3 ways I can add fun into my life on a daily basis:

Mastering Life's Meaning: Lead with Play & Purpose at Work

All work and no play makes Jack a dull boy.

Proverb

New Year's Resolutions. Annual Performance Goals. Strategic Planning. Vision Boards. Yes, it's that time of the year again where individuals and businesses set out with the best intentions to improve themselves and to grow. According to researcher Richard Wiseman 88% of all those who set resolutions fail. Plus, in all honesty, how often do performance goals, strategic plans or vision boards get looked at once they're created? Goal setting and planning in itself can be a wonderful tool to implement initiatives and change. However, it is not the driver and will not consistently motivate individuals to follow through.

Plus, adding to the already full "to do list" plate of life and work isn't refueling leaders' batteries. In an article titled [8 Things Top Women Won't Do in 2013](#) by Little Pink Book, I found the following won't do's to be very telling of what corporate leaders are experiencing:

"I won't give all my time away to my job," declares Jackie Parker, President, Newell Rubbermaid Foundation.

"I will not apologize for bringing emotions into the workplace. When you check your heart at the door, you lose your capacity for greatness," insists Lisa Earle McLeod author of *Selling with Noble Purpose*.

As the proverb goes "All Work and no play makes Jack a dull boy." Instead of focusing on establishing resolutions and creating goals, give your time away to fun, play and a cause, which allows you to bring your heart into the workplace. Work, work and more work will definitely never allow you to master your own life's meaning and purpose. And, obviously, just play, play, play won't pay the bills. However, when you're able to charge your battery

with play and purpose in and outside of work, you'll definitely notice a shift in your own leadership capabilities.

However, to avoid the failure rate of those New Year's resolutions, it's best to take simple steps to start integrating fun and purpose into your life and work. Sometimes, it starts out with just scheduling an hour a week on your calendar to commit to play time. Fun and play time can be as simple as:

- Unplugging all electronics and just listening to music or reading instead.
- Cooking a wonderful home-cooked meal.
- Playing a sport with friends.
- Joining a band.
- Taking an art class.
- Buying a sketch book and doodling.
- Writing the book you always wanted to write.
- Watching a funny movie and laughing your heart out.
- Committing to a cause and taking action toward promoting it.
- Taking a lunch break and spending time on your play project.
- Planting the garden you always dreamed of.
- Going to a park during lunch and feeding the birds.

You'll find that even an hour a week committed to play and purpose will give you so much more energy and joy that you'll be contagious and rub off on your team. And this energy boost will most certainly positively impact productivity without having to go through cumbersome strategic planning efforts to look at ways to improve performance.

Closing

As they say – the proof is in the pudding. The proof of the success of my eGuide would be that you go out into the world and create impact as a leader. One of my favorite quotes is:

Make your life a mission – not an intermission.

Arnold H. Glasgow

Please make your life a mission. We need new leaders who combine both brains and heart to show others how they can positively contribute to their life, family, organizations, communities, and the world at large.

Impactful leadership is a complicated science. It's about being willing to develop yourself so you can develop others and the organizations you're part of. With the steps outlined in the handy eGuide, you're well on your way to take your leadership skills to the next level and set yourself apart from the traditional leadership models that no longer serve us.

Also, it's about taking baby steps – decide to focus on one area and create momentum there. If you jump into taking on everything at once, you'll find yourself overwhelmed and frustrated. That's not a good place for change to take hold. Rome wasn't built in one day. And being a leader isn't an overnight success deal. It's about growing and learning. It can be painful at times, but also spurs you into the best learning lessons and experiences you'll ever have in life.

Most importantly, enjoy the journey! Make sure that you have a fun factor built into developing your leadership skills.

Wishing you much success and happiness as an Impactful Leader!

About the Author



Marion M. Chamberlain – Life & Leadership Strategist

There are two things that I've been mesmerized and consumed with since my teenage years – the business world and personal development. I entered college knowing that I absolutely wanted to major in business administration & management. I even still have some college books from those days sitting on my shelves. I worked about 30 hours a week during my college years in Corporate America and at one point contemplated going to law school (because both my parents wanted me to...), but then decided instead to accept a full-time job and go for my MBA at night. I thought that I was destined to climb a corporate ladder. I was fascinated by what makes companies tick. I could easily intuit strategies. However, I came to realize that I was really more passionate about the people within and how they were impacting the world.

So, how does this all tie in to the personal development? While growing my corporate career, I still always had my passion for personal development and spirituality fueling me. I'm totally a seeker and self-improvement junkie (recovering, I hope). I read book after book on self-help topics, leadership development, spirituality, and social activism. I also attended workshops on every imaginable topic from healthy eating, alternative medicine, to building a millionaire mindset and selling the women's way. Oh, and let's not forget that I also took classes in shiatsu, Reiki, tarot card reading, psychic development, flower essences and foot reflexology. All in my efforts to contribute to the healing of individuals and the business world.

Then I decided to work with a life coach. I truly felt emotionally, spiritually and professionally unfulfilled and sure was pounding my head against the wall looking for answers. I was a living, breathing example of someone who was dealing with a demanding corporate career and constantly feeling stretched to my limits, stressed, overwhelmed, and always seeking answers for career and life success. Trying to get a handle on my own corporate career, I just knew that I was frustrated with trying to make things happen. I came to learn that a lot of people are operating from the notion that when they're happy in their career, their life is happy.

And this, in my opinion, is where we've gotten ourselves caught in a vicious cycle. We overrate the importance of our career and not how we live. The truth is that when we have a joyous personal life, we then encounter a joyous career life. Our job, boss or salary cannot make us happy. We are the ones fully responsible for a happiness that is sustainable. As a result, I decided to parlay my experience as a corporate strategist into becoming a life and leadership strategist.

So what type of approach do I take in my coaching? I want to spur you into taking inspired action to achieve tremendous life satisfaction and success. **It's all about strategizing, planning and taking action, but in a direct, inspiring, engaging and impactful way.** I don't believe in pointing the fingers at where the fault might lie for why you aren't where you want to be in your life. We just bust through the myths and beliefs that you've been operating from to come up with ways to create immense satisfaction and meaning in your life. **I consider**

myself a powerful transformation agent to help you create practices and rituals to reinforce new beliefs. I combine both traditional professional credentials with complementary healing wisdom to create a unique coaching approach. I also share my wisdom and learning lessons so you can see real-life applications. I hold you accountable to your dreams and aspirations, but not in an ass-kicking or in some fluffy, airy-fairy, all-is-love kind of way. Neither approaches are sustainable and don't get you to take actions that are lasting. And coming from this place will help you feel a sense of purpose, freedom, appreciation, and value. **My mission is to help you create a vision of the future that's so compelling and inspiring to move you through what's keeping you stuck.**

So, if you're wondering what makes me qualified, here are my professional credentials:

Corporate:

- Received my coach training certification from the renowned CoachU
- Hold a MBA degree in management/marketing and a BS in management from Rutgers University
- Have 15+ years of business experience in corporate strategy, corporate social responsibility, and program management.

Complementary Healing:

- Reiki Certification – Levels I & II
- Foot Reflexology Practitioner Training
- Shiatsu Massage Practitioner Training
- Herbalism – currently enrolled in a 1-year certification program

So, if you're looking to take things a bit further than this just reading this eGuide, here's how you can:

Web: <http://marionchamberlain.net/work-with-me>

My online magazine, Aeracura Magazine: <http://aeracuramagazine.com>

Facebook: <https://www.facebook.com/pages/Marion-M-Chamberlain-Intuitive-Life-Strategist/75760905884>

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Excited to be connecting with you!

Marion

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