



TRANSCRIPT FOR MODULE 1

HIGH IMPACT LEADERSHIP CAPABILITIES

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Introduction

Welcome to the module on the Ten Capabilities of High Impact Leaders. Drawing on expertise and insight from some of the world's greatest thinkers and business leaders, this module will unpack the capabilities that are shared by successful leaders, and show how you can cultivate these skills to up your game in work and life.

You will be guided through what it takes to be a high impact leader in today's business world. You can watch each section at your own pace, and use the journaling prompts to reflect and capture your learning. Resources, additional reading and links to the full videos featured in this module can be found in the final section.

Ready to dive in? Let's get started!

Lesson 1: What Constitutes a "Good" Leader

Session A: Commit To A Clear Vision

Researchers have tried to map the traits of highly successful leaders and have identified hundreds. This tells us that the range of what constitutes a "good" leader is vast and depends on culture and demographics as much as the intrinsic talents and personality of individual leaders.

Drawing on the experience of Pendulum's top speakers, and additional research from the business field, we've shortlisted some of the most important capabilities that help leaders achieve high impact.

Leadership success always starts with a vision.

A vision is a mental picture of the future, created by asking "what if?" and having the courage to answer it and dream big.

It is an expression of a sense of meaning and purpose, and encompasses what we are passionate about and what we aspire to achieve.

It is a powerful source of guidance that shows where we are headed.

Steve Jobs revolutionised computing with a clear vision for Apple: “Be Different.” His vision gave staff the confidence to take risks and experiment, allowing them to set the pace for an entire industry.

Your vision, or the vision of your company, should provide focus and motivation to innovate and overcome obstacles. The key to this is clarity.

Session B: Living with Purpose

According to Performance Coach, Jamil Qureshi, “Purpose is never achieved, it’s attained on a daily basis.” Success is not about objectives and goal setting, it’s about losing yourself to something that is bigger than you. It’s about learning, growth, and development.

So, purpose is what connects a sense of personal fulfillment to a wider vision for change. Keith Ferrazzi, Networking Expert, talks through the stages of articulating your vision and bringing it to life. Dr. Bob Rotella, Performance Psychologist, agrees.

Lesson 2: Know Your Values

Session A: Personal Values

Knowing your values, your organisation’s values, and the values of those who you work with is crucial to building a foundation of integrity, honesty and authenticity in your work.

It’s the route to tapping into intrinsic motivation, and forming a framework for sound decision-making.

Great leaders are crystal clear about what they value and their values guide their behavior and decisions. Their credibility is reinforced when they communicate their values to others and lead in a way that is consistent with these values.

Personal values are what you believe to be important to how you live and work. They are a barometer for whether you are living a fulfilled and happy life. When your behaviour or environment don’t align with your values, that’s when things start to feel wrong.

Dr John Demartini, Human Behavior Expert, explains the physiological experience when our values and actions ARE aligned.

Session B: Personal Values Exercise

Do you know your core values? Let's try an exercise to identify them. Using the Personal Values list that accompanies this session, your goal is to identify your top seven values.

Start by crossing out the words that aren't important to you.

Then, start to circle the ones that resonate most with you.

If you feel that something is missing, consider whether there's a value you hold dear that isn't listed here, and include it.

Out of this shortlist, identify seven that feel most important to you. Rank them in importance.

Now ask yourself - are you being true to these values in your day-to-day behaviour and choices? How could you be more aligned with them? Do your employees know your values? Do you know theirs?

Answering these questions will go a long way towards bringing clarity to your purpose, vision, working culture and wellbeing.

Session C: Company or Collective Values

Collective values are what underpin the vision, purpose and goals of organisations. They shape culture, and are critical to determining an employees' sense of purpose and meaning.

The more aligned an individual's values are to those of the company, or leader they work for, the more commitment and energy they bring to their work.

Communicating values is crucial to employee motivation and business-wide success. Brad Sugars, Business and Wealth Coach, advises leaders to create a documented culture or agreed set of core values.

Use the same exercise in the previous session to articulate your company values.

How do they align with your personal values?

How are they communicated throughout the organisation?

Do people know what they are and how their work helps to fulfill them?

Lesson 3: Being Action Oriented

Session A: Take Pathways To Success

Vision and values are brought into action through a combination of goal setting, planning, effective decision-making and prioritisation.

Ultimately, leadership is the manifestation of vision and values into a tangible outcome. Deepak Chopra explains more.

Life and Business Strategist, Tony Robbins, says the path to success is to take massive, determined action.

Taking action is not just a matter of setting goals. It's a process of testing, brainstorming, planning and identifying strategies that deliver results for you. In this next clip, Tony explains the fundamentals of this.

Session B: Prioritisation

High impact leaders know how to prioritise their actions and decisions. Prioritisation creates a focus aligned to goals and vision, which enables progress.

John Demartini says "if you do not fill your day with high priority actions that inspire you, it is going to fill up with low priority distractions that don't."

Leadership Expert Keith Cunningham talks about how prioritisation is one thing a good leader cannot delegate.

Session C: Streamline Decisions & Empower Your People

Inevitably, making progress means making difficult choices.

The knack to managing this, especially as decisions become higher stakes, is to streamline decisions, and empower people in the team to step up.

Watch the next video featuring Patrick Coveney, CEO of Greencore.

Lesson 4: Accountability

Session A: Approaches To Accountability

Accountability means that you are willing to take responsibility for your own actions and their consequences.

This is important to leadership because the consequences of decisions at a strategic level extend well beyond the individual.

Good leaders are accountable not only for their own tasks and responsibilities, but the performance of their team and the company as a whole.

They avoid blame, and invite constructive criticism.

Keith Cunningham shares the importance of accountability at an individual and collective level in the next video.

Session B: Thinking Differently About Accountability

Keith Ferrazzi offers another approach to creating accountability in this next video.

Session C: Taking Responsibility

Leader accountability builds trust and integrity and encourages teams to take responsibility and pride in the work they do by creating a culture of accountability.

Lesson 5: Self-Management

Session A: Core Components

Leadership requires a high degree of self-awareness and management of the different dimensions of who you are, and how you operate on a day to day basis.

As High Performance Coach, Dr Frank Dick OBE has said, “winning is about performance, not the result.”

Optimal performance involves cultivating physical wellbeing, emotional maturity, a positive state of mind and intimate knowledge of your work and company.

It requires a strong sense of self-esteem and confidence and the presence of qualities like humility, determination, focus and charisma.

Session B: Competence

Competence is a major source of trust in leaders. Astronaut Chris Hadfield believes that true competence is the result of well made choices in this next video clip.

Session C: Charisma

Another is charisma, which is sometimes thought of as an innate characteristic possessed by some people and not others. Deepak Chopra explains how this quality can be cultivated in this next video clip.

Session D: Setting The Pace

While developing charisma can inspire loyalty, it's also important to set the pace of success through self-determination. Here's Patrick Coveney in this next video on the importance of 'owning your agenda' as a leader.

Session E: Stay Vigilant

This level of self management is important to maintain, especially when success starts to roll in.

Leadership Expert, Robin Sharma, describes the importance of staying vigilant to the onset of complacency, arrogance and egoism in this next video.

Lesson 6: Continual Learning

Session A: Continuous Learning

In today's business environment, the leaders who stay ahead - invest in their ongoing learning and reframe failure as opportunities to learn, and do the same for their teams.

Robin Sharma sees ongoing learning as the gateway to excellence in this next video.

Session B: Growth Mindset

This combination of personal development and a growth mindset improves resilience and opens the possibility for agility, adaptability and creativity.

It reframes setbacks as opportunities for insight and development, an inevitable part of business and life.

Here's an extreme example of this in the next video featuring Keith Cunningham, Business Mastery Expert.

Lesson 7: Effective Communication

Session A: Body Language

Leaders have to communicate with a wide range of people and the quality of their communication has a significant impact on success.

Effective communication involves a combination of good listening skills, storytelling, an awareness of who you are speaking to, and a considered way of giving feedback and negotiating.

It also requires an awareness of your body language.

World's leading Hypnotist and Mentalist Keith Barry explains in this next video.

Session B: Internal Communication

Internal communication is fundamental to building relationships with staff, bringing people together around a shared vision, and making sure that the organisation's values, goals and targets are clear and known by everyone.

Brad Sugars, Founder of ActionCoach, shares how communication is fundamental to managing his international team in this next clip.

Session C: External Communication

External communication is also crucial to sales, building relationships with customers, managing strategic stakeholders and the press, and realising new opportunities.

Lesson 8: Team Building

Session A: The Role of the Leader

High impact leaders can develop people and teams that are empowered to bring their diverse skills and experience to the job.

The leader is a conduit of the organisation's vision to everyone who works there.

They facilitate an environment in which people are able to adapt to change.

Patrick Coveney, CEO of Greencore explains in this next video clip.

Session B: Emotional Bonding

Strong teams provide a psychologically safe space for people to show up as their authentic selves, and take risks with sharing ideas that could lead to breakthroughs for the team, and the organisation as a whole.

Deepak Chopra, expert in Human Empowerment, emphasises the importance of emotional bonding, shared vision, and a diversity of strengths in building great teams in this next clip.

Session C: Collaborative Culture

So, it's important to understand people's personalities and skills, and to create a collaborative culture in which they are valued.

A thriving team depends on a culture of honesty and consideration towards everyone's mutual improvement.

This involves offering constructive feedback, the generosity to celebrate people as they achieve, and the capacity for forgiveness when people make mistakes.

Keith Ferrazzi, Networking Expert explains in this upcoming clip.

Lesson 9: Creativity

Session A: Nurturing Individual Creativity

Creativity is one of the most desirable and important leadership qualities for the 21st Century.

As the economy becomes more complex with technological innovation disrupting norms, and rapid social and environmental change.

Leaders need to foster creativity and innovation to thrive and remain relevant.

Jo Malone, Founder of Jo Malone London, offers her own recommendation for how to nurture your individual creativity in this next video.

Session B: Culture of Creativity

Giving this same permission to employees can create a culture of creativity that will encourage people to bring their best ideas to solving problems and generating new ideas.

Lesson 10: Power of Positivity

Session A: Importance of Optimism

Optimism forms the basis for the growth mindset that enables many top leaders to bounce back from challenges, see new and unexpected opportunities, learn from mistakes and build highly motivated teams.

Here's Dr Bob Rotella, Psychologist and High Performance Coach, on the importance of optimism in this next video.

Session B: Visualisation

Cultivating this feeling of positive possibility is done by visualising and focusing on what we wish to achieve, and what we want to attract into our business and lives. Jack Daly, Global Sales Expert explains in this next video clip.

Module Conclusion

Session A: Let's Recap

Thank you for completing this module which explored the top Ten Capabilities of High Impact Leaders. Drawing on expertise and insight from some of the world's greatest thinkers and business leaders, we have unpacked the ten most important capabilities that are shared by successful leaders which are:

1. Commit to a Vision
2. Know Your Values
3. Be Action Orientated
4. Be Accountable
5. Self-Management
6. Continual Learning
7. Effective Communication
8. Team Building
9. Encourage Creativity and
10. Establish Positivity

Coming away from this module, you should be clear on what these capabilities are and how you can embody them in your work and life.

A critical component of this module was establishing your core values. Using the Personal Values exercise, your goal was to identify your top seven values, and ask yourself - are you being true to these values in your day-to-day behaviour and choices? How could you be more aligned with them? Do your employees know your values and do you know theirs?

Remember, answering these questions will bring you clarity.

We wish you well on your journey as a high impact leader.