ZENA NEWS

Lead the Change You Want to See

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Not Every Leadership Challenge Belongs in a Meeting



Zena Consulting
Founder / Owner

There are some problems you shouldn't try to solve in a meeting. The employee everyone tiptoes around or complains about. The person who reopens decisions. The fight that's brewing but not out in the open. The call you know will upset someone.

When you're in charge, you may not have a real confidant with whom you can think through nuanced problems or even brain storm options. And if you suspect staff isn't bringing you conflicts while they're small and more manageable you're probably right.

Get Advice Off Site and Out of Sight

The need for private, behind-the-scenes advising is partly why I launched Zena Consulting in 2008. Really smart leaders would pull me aside to trouble-shoot difficult work situations involving poor communication, different cultural perspectives, or rocky relationships. They either didn't feel comfortable talking with the HR department or were too small to have one.

I'm now making that support available as a separate service. **Executive Advisor** isn't a sales pitch, it's one-on-one help for anyone struggling with a management, team, or board challenge.

I turned to Lee after another upsetting conversation with my biggest client. I was ready to walk away - cost be damned.

She helped me see the potential for growth and take responsibility for my part of the conflict. I was able to repair the rift and set healthier boundaries moving forward.

CHRISTY HALE | CEO
Kaiella Accounting & Business Consulting

Three Signs You Need a Thinking Partner

1. The problem keeps coming back- Some conflicts cost time, erode trust, and can drive good people away. We'll sort whether the source is technical, interpersonal, cultural, organizational- or a mix of these.

2. You can't talk about it at work- Your team can't always hear your doubts. Your boss or board has different responsibilities. Your family and friends don't know the full context and struggle to stay neutral.

3. You 're stuck and frustrated- You're out of ideas and your gut says something has to change soon.

Start With a Free Call

As a safe outsider, I offer a confidential place to talk through difficult situations, consider different perspectives, and decide what to do next.

Executive Advisor isn't coaching, training, or facilitation. It's experienced, one-on-one support in 90 minute chunks of time. Contact me via a call, text, or email to get started.

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