



Moving Mountains

You know that classic image we love to cling to in leadership? The relentless climb. The hustle. The summit selfie with the metaphorical flag. "Just keep climbing!" they say. "Push harder!" they yell from motivational posters with foggy mountain backdrops. But what if the goal isn't to climb the mountain at all? What if you're meant to move it?

I came across this quote recently: "Maybe you're not meant to climb the mountain. Maybe you're meant to move it."

In leadership, we're often conditioned to see success as grinding it out, one uphill step at a time. The long hours, the checklists, the over-engineered solutions, the spreadsheets that are so complex they start to feel like modern art. The mountain is there, so of course, we climb it. Right? Why not!?! But what if the real leadership power is in questioning why the mountain is even there in the first place?

Climbing is Persistence. Moving is Transformation. There's nothing wrong with perseverance—it's a crucial skill. But leaders are uniquely positioned to go beyond persistence. We can innovate, reframe, and engineer solutions that change the landscape entirely. Moving the mountain means:

- Shifting systems instead of fighting within them
- Challenging the status quo instead of accepting barriers
- Re-imagining what's possible instead of taking the path that's been laid out

Sometimes, you don't need to climb over the bureaucracy, you need to dismantle it. Sometimes, you don't need to navigate outdated processes, you need to reengineer them. Sometimes, you're not supposed to follow the blueprint—you're supposed to draw a new one.

Moving Mountains Requires:

- Strategic relationships – You can't move mountains alone. Build your coalition.
- Courage to challenge – Push back on "that's just how it is." and the most expensive phrase in business "it's how we've always done it".
- Vision – See the possibilities beyond the current landscape.
- Communication – Clearly and simply articulate what can change, and why.

As leaders, we can get trapped in the default of grit over growth, effort over impact. But the real leadership power? It's not just about outworking the mountain. It's about outsmarting it, outmoving it, and sometimes, altogether removing it. You've got this. The mountain is waiting. Not to be climbed, but to be moved.

Be Inspired. Be Inspiring.
Stacie

"MAYBE YOU'RE NOT MEANT TO CLIMB THIS MOUNTAIN, MAYBE YOU'RE MEANT TO MOVE IT." - BECKY HEMSLEY

Client Story

Client Story: Director of Engineering at a Renewable Energy Firm

My client, with strong relationships and a deep commitment to project goals and outcomes, came to me feeling like she was stuck halfway up a mountain. She was leading a multi-year project that had layer upon layer of legacy processes, deeply entrenched silos, and what she called "stone tablet decision-making" - aka, the way we've always done it.

She was exhausted. She kept trying to climb - longer hours, more meetings, more detailed project plans. But the summit always seemed to get further away.

In our coaching sessions, we flipped the question:

- What if the mountain doesn't need to be climbed? What if it needs to be moved?

She realized she had been focusing on working around the barriers instead of addressing them head-on.

Together, we mapped her strategic influence network (remember the bullseye - who are those primary, secondary vs. tertiary folks that need influencing) and she engaged key players who could actually move the processes and policies that were holding her team back.

She initiated small process pilots, brought forward data that challenged legacy thinking, and built cross-functional allies.

Instead of scaling a system designed to slow her down, she shifted the system itself. The mountain moved. A much more powerful and impactful leadership goal than the summit. My client's confidence skyrocketed knowing how to move (and transform) mountains. So did her leadership trajectory.