

Leadership and Learning



An Indispensable Partnership

ROAD *to* LEADERSHIP

WHERE MINDSET + STRATEGY = SUCCESS

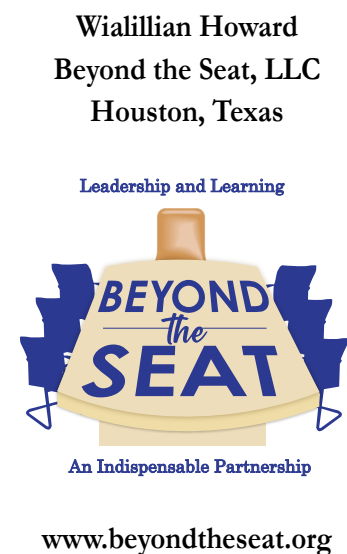
DECLUTTER THE NOISE THAT SAYS
YOU'RE NOT GOOD ENOUGH

WRITTEN:

WIALILLIAN HOWARD

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*You don't need to be a born
leader to be a great one.*

You only need to have a strong commitment to consistently work at it.

Leadership has its privileges. More importantly, it comes with a huge amount of work that, when executed with thought, direction and commitment, can lead to huge success for you in your leadership seat.

Over the years I've worked in numerous organizations, and it takes a short period of time to identify unengaged leaders who keep themselves at the center of their relationships with others. Unfortunately, the behavior occurs at every leadership level.

The good news is - it's never too late to change the narrative about the way you are leading and build positive outcomes in your relationships in your workplace, family, and community. Your ability to grow as a leader begins with what you know about yourself, what you are willing to learn, and change. It's about your ***self-awareness*** and the ***mindset*** you show with others.

*Are you ready to do some of the work
needed to set yourself apart?*

Take some time to answer the next questions...

There are 1,440 minutes in a day. It is what you actually do each day that determines your future. And how you spend your time is how you use your life.

John C. Maxwell
Leadership Expert and Author

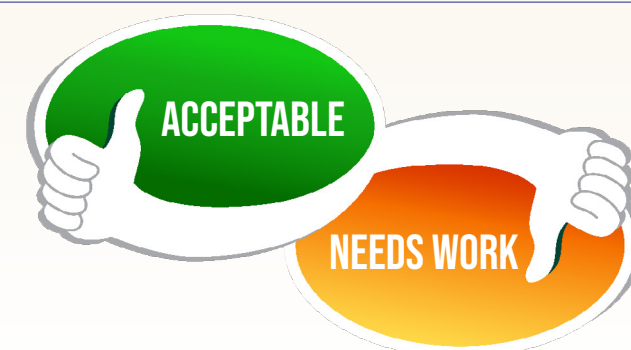
1. How Do Others See YOU as a Leader?

To grow in your leadership role, you must be open to looking honestly at yourself, the mindset that guides you in your leadership behaviors and decisions, and how it impacts the people you lead.

- ***What behaviors do I exhibit that impact my ability to lead others—positively or negatively?***

- ***Do I often believe I have the most knowledge to lead a project or task successfully? Explain.***

- ***My company doesn't reward me in meaningful ways for my leadership contributions to the organization—agree or disagree? Explain.***



2. How Have You Committed to Your Leadership Development and Growth?



Constantly seeking opportunities that will grow and enlighten you about your role and overall career success are keys to becoming cutting edge in your contributions to your team and organization.

- **What knowledge and skills do you have that have contributed to your success in your leadership role(s)?**

- **List the leadership classes (virtual and in-class), programs, leadership certificates, special projects, community volunteerism and other development opportunities since you landed in your most recent leadership seat.**

- **What type of professional development plan have you committed to in your annual performance review structure for your current leadership role?**

3. What Do Your Direct Reports, Peers and Manager Say About Your Leadership?



If your team doesn't think you care, they won't care what you think. The people around you often see behaviors in your leadership that you don't see or may not be willing to acknowledge—how you respond, how well you listen to others, how much you value the contributions of others. Unfortunately, your manager doesn't always provide you the guidance and feedback that can contribute to your growth.

- **Do you create a workplace environment where your direct reports are comfortable to discuss difficult topics with you? Explain.**

- **Do you reach out to your peers to discuss work projects and offer support on projects that you can impact with your expertise? Explain.**

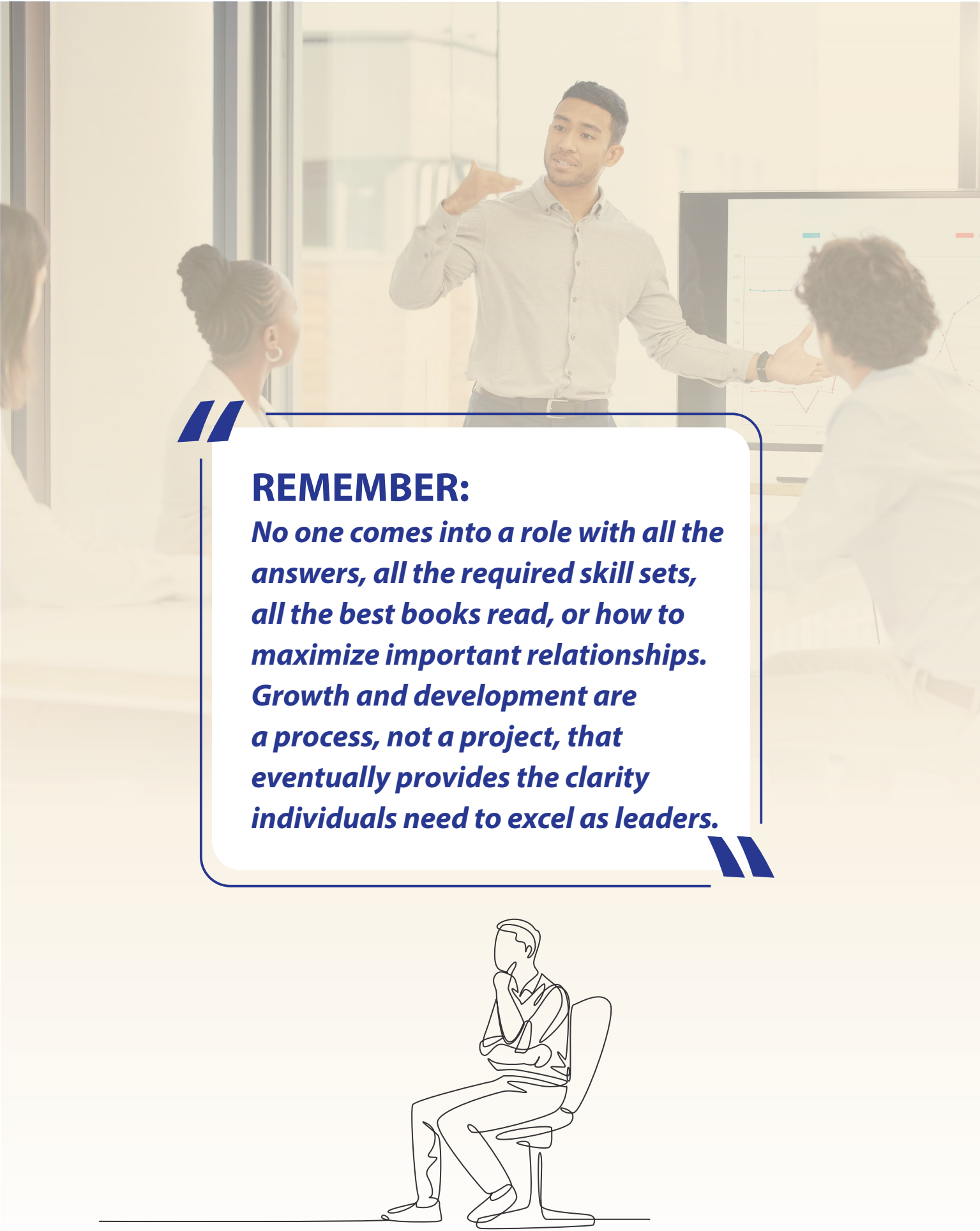
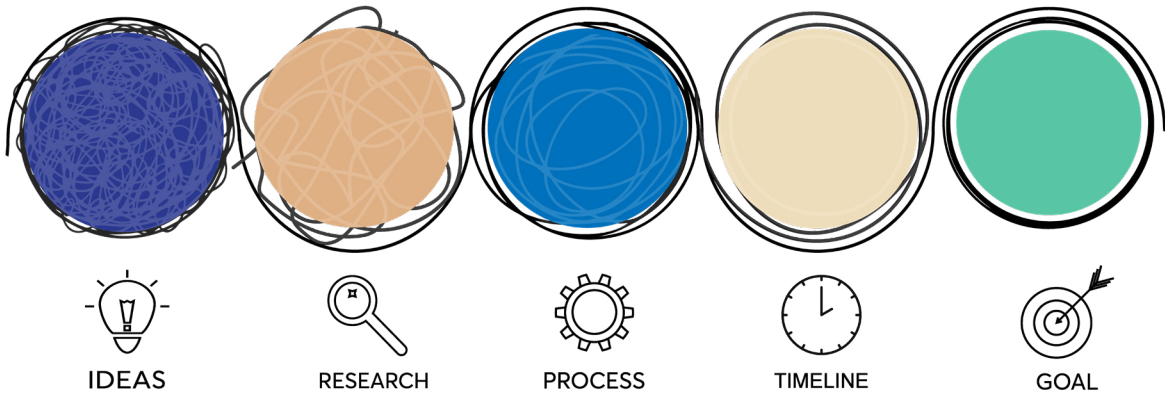
- **How often do you and your manager meet and discuss your performance, project strategies, and topics that are important to you both? Explain.**

4. Your Strategy for Leadership Success

It is never too late to improve your performance in your leadership seat—how you view the workplace and the people in it, the responsibility you take for creating psychology safety and open communication, developing systems and processes that can streamline the work, and your overall commitment to improving overall workplace success.

- *What will you need to do to create or increase engagement with your direct reports, your peers and boss?*

- *What professional development plan will you commit to that will help grow your self-awareness and leadership knowledge and skills?*

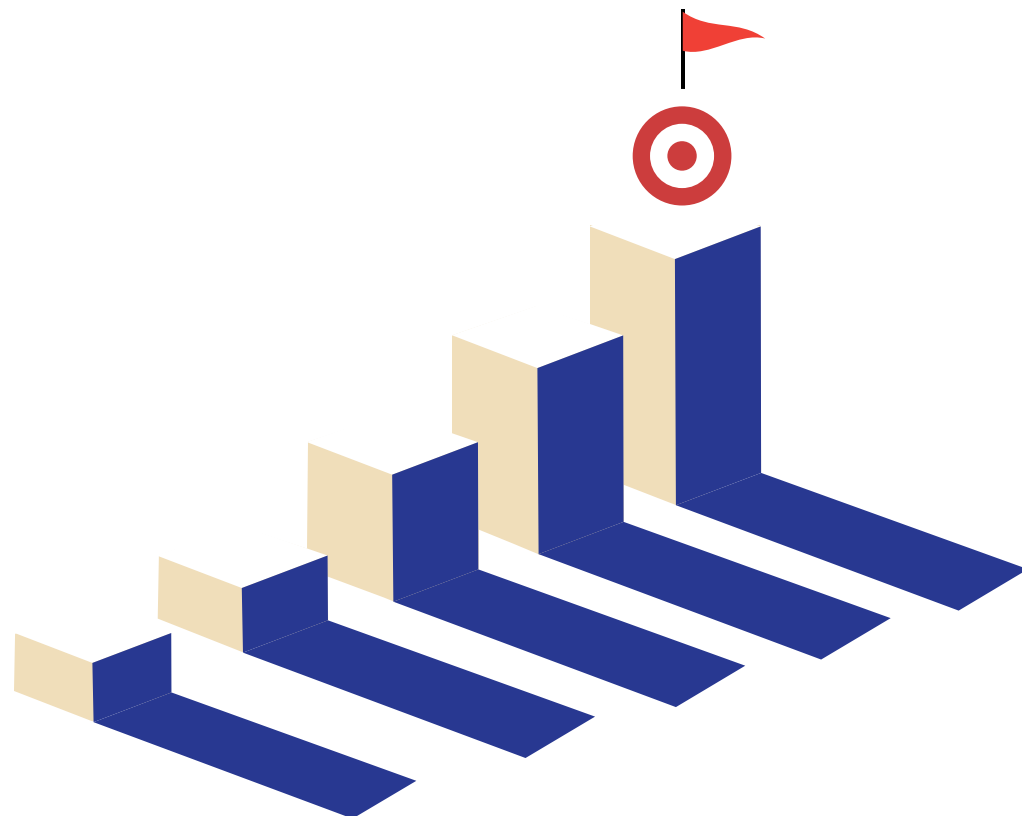


REMEMBER:
No one comes into a role with all the answers, all the required skill sets, all the best books read, or how to maximize important relationships. Growth and development are a process, not a project, that eventually provides the clarity individuals need to excel as leaders.

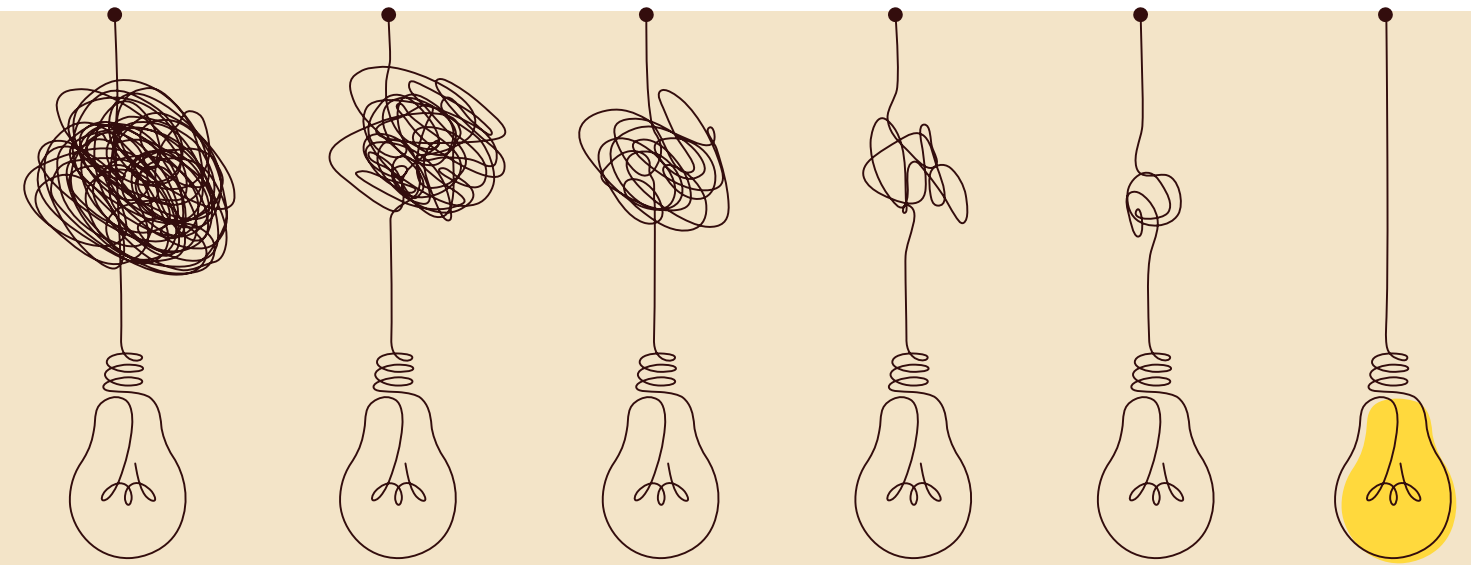
*Let's get started on creating
your seat at the table and beyond*

When we know better, we do better. That's what I choose to believe about all leaders. Your continuous leadership growth, however, doesn't happen by osmosis. Any leader with plans to create the best version of himself or herself will require command of the professional goals that will propel you to the next rung of your leadership ladder.

Begin by setting goals you are enthusiastic about achieving, goals that help you gain insight about your past performance, and gain more clarity about how you want to lead in the future. Below are examples of professional leadership goals you may want to consider as you formulate a plan for your future.



- Choose one or two goals that are right for you and fit into your plan. Also, consider other goals that are not on the list if they are a better fit for your plan.



DECLUTTER
*the Noise That Holds
You Back*



About the Author

CEO and Leadership Development Specialist, **Wialillian Howard**, has over 20 years of broad-based organizational development and human capital development experience in corporate and consulting environments. She has achieved significant success in guiding organizations through processes for unlocking both organizational and individual potential, promoting transparency and managing the organization's pursuit of excellence across every level.



Studies show up to 60% of newly promoted leaders, across various levels, step into roles without a leadership mindset and skills to successfully propel themselves and their teams forward. Whether she is working with organizational leadership or individuals with the will to lead, her philosophy is the same—you're in the seat, now do the work. She focuses on what it takes to help leaders shift their mindset and build a strategy for short-term and long-term success. Ultimately she wants to see leaders develop and remain in "the seat."

Wialillian is a group facilitator, trained conflict resolution mediator, coach, intervention specialist, change management and process improvement strategist.

Her uncanny ability to assess what's not working and why it's not working sets her apart in her organizational change management engagements. Beyond the Seat incorporates systems for measuring behavioral changes and program success against the values that matter most to individuals and organizations.



Beyond the Seat helps leaders identify the “why” of their professional goals and together build the model and measures for achieving success.

Let's schedule a time to talk.

Click here to schedule an appointment.



Wialillian Howard

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Scan and sign up to receive the Road to Leadership EBook, and future leadership tools.

WHAT LEADERS ARE SAYING ABOUT WORKING WITH *Wialillian* ...

EXECUTIVE COACHING WITH C-SUITE LEADER

“I had the wonderful opportunity to know and engage with Wialillian during a pivotal time of my career. Her coaching and guidance helped me to narrow my professional goals to be more focused and strategic. She respectfully but cogently challenged my perspectives and helped foster and nurture new insights that helped me to really think about my goals, identify what I needed to change to achieve those goals, and a path and plan to execute those changes. She is genuine, sincere, and honest every time I’ve engaged her. Her guidance led me to an extraordinary new leadership opportunity. Looking back, she saw the huge potential in me early on and she pushed me to see it as well.”

STRENGTHS-BASED LEADERSHIP TRAINING WITH MIDDLE-LEVEL MANAGERS

“I had the opportunity to participate in my company’s Bud to Boss extended leadership development program, facilitated by Wialillian Howard. She is an amazing instructor with a vast knowledge and experience in the art of motivating people to act towards achieving a range of leadership goals. The leadership program is the perfect fit for today’s managers who are ready to gain the knowledge and tools necessary for leading teams, building collaborative relationships, and contributing to our organization’s bottom line.”

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