



Winds of Change Farm

Dear Sirocco Friends,

Greetings in this wonderful season!

As you all know from reading our posts, we have finished the Predictive Index Launch and are now Certified Partners with The Predictive Index, PI. We are excited to add this totally comprehensive platform to the work we already do for organizations, leaders and employees. In January, two new world class solutions, PI Design and PI Diagnose will be launched in the new PI Talent Optimization Edition, adding to the present PI Hire and PI Inspire. Many companies are making transitions today and the Talent Optimization Edition provides business leaders with the tools to maximize business results. More coming in the New Year...

2020 Visioning and Goal Setting

As we enter a new year and prepare to set our 2020 goals for our lives and our workplaces, a great topic to explore is visioning and goal setting; especially creating and fulfilling your vision. Personal and professional coaches find the following commonalities in their practice:

1. Most people lead their lives through happenstance, not planning.
2. Where they are in life is a result of what other people wanted for them and less than what they wanted themselves.

3. Most tragically, there is a sense of discontent and feeling that something is lacking in their lives, and they feel they were designed for something greater than what they are accomplishing.
4. Successful people generally create and fulfill their own vision, as they have defined the meaning of their lives and are living on purpose.

In 2020, let's live life by design rather than by default. The 3 elements to creating a life by design:

1. Create a vision for your life and for your business.
2. Identify and create the best strategies that will help lead toward that vision.
3. Develop routine action steps that will carry you toward the vision.

There are 6 dimensions of a vision that will spearhead you toward fulfillment:

1. Imaginable- the vision must paint a mental picture in your mind.
2. Desirable- it must be something you want for your life (and not what someone else wants). In the case of business, it must be important to reach business and employee success.
3. Feasible-the vision has to be attainable and realistic for you (and the business).
4. Focused-it must be clear and definable, so you know when you're on course, and when you're not.
5. Flexible- it must be general enough to allow for changing conditions because life happens.
6. Communicable - You must be able to communicate your vision, invite people to join you, and help others to understand if you move to a different direction.

What do you want? How will you know when you get there? Answering these 2 questions will put you well on your way to having a more meaningful and fulfilling life and business. (Excerpt from *A Leader's Journey: Create Your Personal Vision and Live Your Dreams*, a Sirocco Company workshop and Ebook.)

If you are struggling to create your personal vision and live your dreams, go to www.siroccowb.com or contact us at 440 338-1547 and we will help you find your path.

Have a Healthy and Prosperous New Year!

Warm regards,
Mary Ellen & Joan

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