

HPCG High-Performance Coaching Newsletter #4, Ralf Wolter



Dear Reader,

do you like quotes from famous people? I have a calendar with one quote per day. Some quotes make me laugh, some are just strange, and some really make me think - and think again.

Here is one of those that still makes me think: "Happiness consists not in the fact that you can do what you want, but the fact that you always want what you're doing." ~ Leo Tolstoy.

What thoughts come up when you read it? Maybe read it again and think for a couple of seconds. Where do you stand?

I guess my current work is at 70/30, which is not too bad. Still I wonder what to do with the remaining 30% of workload - or alternatively what changes are required, so that the 30% turns from necessary evil towards happiness.

How about you? What is your ratio of joyful versus must-do activities? Are you ready for change?

Here is my action plan:

1. Make a list of "necessary evil" tasks.
2. Be specific: for each entry find out, what exactly is it that I don't like?
3. Find a reason: why do I perform this activity? Is it really necessary and relevant to the success of my life and my business? Or is it a routine, a tradition, maybe already history? Have I consciously chosen this task or did someone delegate it to me? Is it a monkey on my shoulder? The "Eisenhower Method" comes to mind for answering these questions: <http://www.artofmanliness.com/2013/10/23/eisenhower-decision-matrix/>
4. Can I delegate the activity? If I don't like it, there is most likely someone else who does. Who from my team, friends, or family would enjoy this task?
5. If I would stop performing this activity, what would be the consequences? Tomorrow, next week, next month, next year? Is it time to stop now?
If I continue performing it, what is in it for me? Today, tomorrow, by the end of this year? Find five reasons or quit.
"The Dip" by Seth Godin is a nice little book to distinguish a dip from a dead end: http://sethgodin.typepad.com/the_dip/
6. Based on the five reasons (from #5), can I modify the activity to become more joyful or meaningful?
7. If I cannot stop or modify the activity, which attitude would help me to change towards happiness?

8. Coaching starts here. Steps 1-6 are task oriented. This step is about personal change. It is more intense and has a deeper impact.
Who do I need to become to enjoy this activity?

The ball is in your court now - happy thinking! If you get stuck, remember that your first coaching hour with me is free of charge.

Business update: this is the third year of running my own business and I have reached a healthy balance of coaching and consulting projects. With PowerSpeaking, I have achieved my final certification level by becoming a lead trainer for "Speaking Up: Presenting to Executives". Here is another quote: "There are two times when you are alone in life: one is when you die, and the other is when you present to senior management." ~ Rick Wallace, CEO, KLA-Tencor. Good news: you can learn the necessary skills to present to each level of an organization: <http://www.powerspeaking.com/course/overview>

Recently I started collaborating with another coach and consultant: Anja Henke, PhD. Her background is top management consulting at McKinsey and she is running her own business for more than 10 years: CarpeViam <http://www.carpeviam.com/en.html>

Our common ground is innovation, both from a business and engineering perspective. For example: *How to develop a comprehensive strategy?*

Here is a way to get started:

1. Exploit today's business. There is growth potential in any business. Common leverage points are management and collaboration. Apply proven methods to boost short-term results.
2. Develop and grow your business. Strategic directions are product innovation and business model innovation. Identify areas of strength and match them with methods for growth.
3. Renew your business. Paradigm shifts are required to develop solutions for tomorrow's challenges. We are here to support you creating new business opportunities with a step-by-step process.

For more information, give us a call or contact us:

<http://hpcg.eu/connect/contact-form>

<http://www.carpeviam.com/en/contact.html>

A quick personal update: the takeover of my father-in-law's haulage firm was much more intense than expected. My wife and I are busy at a level that we never experienced before. Fortunately, we are seeing positive results. By the end of the 1st quarter (December last year), we had a good overview and understanding of the company. In Q2 we developed an expansion strategy, which we are now executing. The current third quarter's focus is cost-reduction plus further investments, and by the end of the fourth quarter in September we expect to reach the profit zone again.

We both achieved our certification by the German Chamber of Commerce as "EC Road Transport Manager (Regulation 1071/2009)", which is required to operate haulage firms in Europe.

Fortunately, it is not only hard work. During Easter break, we explored some of the construction machines that were part of the package: a crawler excavator and a large wheel loader - back to adventure playground times :-)



Best regards,

Ralf Wolter

HPCG® Founder, Coach and Consultant

<http://hpcg.eu>

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