



SHOCKING MISTAKES LEADERS MAKE

AND THE PROVEN SHIFTS
TO ELIMINATE THEM



"Derived from over 1000 clients"

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The 7 Shocking Mistakes Leaders Make

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Welcome

Welcome and thank you for choosing to read our guide, The 7 Shocking Mistakes Leaders Make and the Proven Shifts to Eliminate Them.

Our promise to you is that no matter where your leadership is right now, we're going to share the same strategies we've used with many clients over the years.

You'll discover the exact mistakes you might be making and how to eliminate them. Our intention is that you'll be inspired with the 7 Shifts you can apply immediately to become the leader you have the potential to be; a leader we describe as the Ultimate Leader.

So, before we dive into the detail, let's establish who this guide is for.

This guide is for you if you're a business leader or professional who needs to unlock peak performance and achieve tangible measurable results, for yourself and others.

You're ready to up-level your game; achieve your boldest goals, to be the happy successful, high-performing leader you'd love to be.

So, let's begin with a check-in with where you're at right now.

Does this sound like you?

- You're always juggling urgent priorities feeling like a hamster on a wheel
- You check your email constantly, dreading the next email from your boss
- You're sick and tired of being interrupted a gazillion times during the day
- You waste far too much time on unimportant tasks or unnecessary mind-numbing meetings
- Team performance and morale are at an all-time low and you've no clue how to fix it.
- You're a member of the 4 am club, worrying, stressed, and burnt out
- You're feeling the pressure of being unproductive and your top performers are all leaving
- You feel resentful of your boss for their unrealistic expectations, and inability to listen or care; and you're starting to dislike the career you used to love
- You get defensive easily now and you react making critical comments behind others' backs
- And the worst part is your work life is impacting your happiness at home. You're not present with your kids, you let your partner down, and now your doctor says you're overweight, and unfit, and your blood pressure is way too high. You stay up way too late watching Netflix and wake up tired and grumpy.

If any of these points sound like you then you're in the right place, read on!

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The 7 Shocking Mistakes Leaders Make



Introduction

Leaders and the mistakes they make cripple businesses, ruin economies and destroy families.

We wrote this guide so you can avoid these common mistakes. The premise is, you'll save yourself a lot of trouble if you learn about them here, rather than through the school of hard knocks.

Great leadership is critical because it impacts almost everything at every level.

On a personal level, leadership influences happiness, family well-being, financial security, and future generations.

On a collective level, leadership impacts the performance and sustainability of teams, organizations, nations, and the planet.

This guide isn't designed to be just information; rather a transformation in the way you view leadership. We'll share the mistakes, the shifts and the leadership actions you can take starting right now. These simple practical ideas and actions have been distilled from over 40 years of experience, working with many clients and the best leaders and mentors on the planet.

Our vision is changing lives, organizations, and the planet through great leadership. Our commitment is to develop authentic leaders who feel happy and satisfied while also achieving exceptional results for themselves and for those they lead.

Welcome to our world of leadership.



Mistake #1: They Don't Do What They Say They'll Do

The number 1 root cause of poor performance and unworkability is not doing what you say you'll do. This will cost you, your team, and your organization, in both morale and performance.

If you're like most people, you'll tick all the high-priority boxes, but what about the little things? Little things make a BIG difference. Do you constantly run late, multitask in meetings, bark orders when stressed, gossip, and fail to acknowledge your people? They will simply follow your example, feel frustrated, and unmotivated, and quietly quit or vote with their feet.

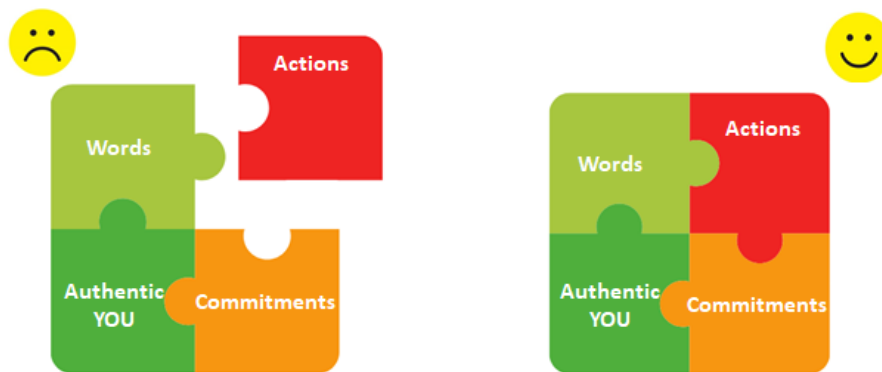
Shift #1: Integrity

Integrity is the foundation of leadership and performance.

Let's define integrity. We define integrity not as a moral definition but rather from the root word, integer, as being integrated, whole, and complete.

Using a metaphor of a wheel, it has integrity, it is whole and complete when all the spokes are in place. Remove a spoke and it loses integrity. It doesn't work well. Restore it and the wheel has integrity again.

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Integrity is the key to maximum performance. 500% increases are possible by focusing on integrity.

We have integrity when we honor our word. Leaders must lead themselves first and set an example of integrity.

There's a Peanuts cartoon that describes what so often happens brilliantly when Lucy says, 'If I were in charge of the world I'd change everything.' Charlie Brown replies, 'That won't be easy. Where will you start?' Lucy replies, 'I'd start with you.'

Most people think they have integrity. Here's a personal story to demonstrate.

When our children were small, perhaps like many of you, Grant was really focused on his career. He'd say, 'Chris, I'll be home around 7 pm.' He'd lose track of time, 7 pm would come and go and in his mind, he'd be thinking, 'I'm doing this for my career, for our family, this is important, Chris will get it.' He'd eventually get home at 8 or 9 or 10. What he didn't understand was the impact.

We're sure you can imagine the impact. Yes, Chris did 'get it.' But here's the thing, she couldn't count on Grant's word. Sometimes she'd be annoyed, other times she'd make independent plans; this kind of behavior just slowly eats away at trust. Without integrity, nothing works.

When we learned this shift, we found this amazing feeling of freedom. Now Chris knows Grant will do what he says or let her know. And she does the same for him.

Integrity is the foundation of leadership, workability, trust, and performance. Not just incremental improvements; exponential 10X performance increases are possible when everyone works together in integrity.

Imagine what is possible if EVERYONE does what they say?

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Integrity is so simple. Do what you say you'll do. Let people know as soon as you know you can't keep your word. Make up for the mess. Choose to match your word with your actions.

Leadership Action #1



Rate your integrity on a scale of 1-10.

1 is poor, your integrity is broken, and 10, indicates great exceptional integrity, you ALWAYS keep your word and do what you say you'll do. Be super honest even if it hurts!

Remember it is very common to have integrity on the big things, such as being prepared and on time for that important meeting.

Check your integrity on the little things. Are you fully present at your team member's 1:1 (not glancing at your watch or phone) and are you at your son's sports game like you promised?

Being in integrity includes your word to yourself; for example, wine-free weeknights and lights out by 10 pm so you're up for your run at 6 am to be in peak shape.

Start noticing where you and your team are out of integrity.

Commit to one simple action to build integrity.

Here's an example; I will leave work on time each day so we can enjoy dinner together at 6.30pm. If I'm going to be later, I'll let my partner know early and offer to get takeaways.

Keep a journal of your insights.

Integrity is the foundation of leadership, workability, trust, and peak performance and excellence.



Mistake #2: Staying Stuck in Stress, Overwhelm & Chaos

Do you know that worldwide 80% of managers suffer from stress and 44% of employees report feeling burned out? These burned-out managers have lower productivity; they're 63% more likely to take sick days and 2.6X more likely to take another job according to Flow Collective research.

And we can empathize with having felt this way when we ran our first business, with three young children. Always juggling multiple priorities, like a hamster on a wheel, doing our best but hoping that magically things would improve. At that time we didn't know the simple leadership shifts that could free us from this imaginary cage. Can you relate?

A humorous example of this trap is Seinfeld's 'Night Guy' episode on YouTube. Watch this if you haven't already. <https://www.youtube.com/watch?v=W-Cz-LK16g4>

The tired grumpy 'morning guy' hates the 'night guy' who stays up late. Seinfeld says, 'Night guy always screws morning guy. There is nothing morning guy can do.'

Does this sound like you? How many of us hope that things will be different tomorrow or someday, yet we stay stuck: either not knowing or not taking the action to make this happen?

You don't have to stay stuck in stress, exhaustion, anger, frustration, negativity, overwhelm, and chaos.

Shift #2: The Choice

The great news is that right now you can make a different choice. If you know better you can do better. You can choose courage, integrity, love, gratefulness and happiness, regardless of your situation.

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Victor Frankl, Austrian psychiatrist, holocaust survivor, and author of *'Man's search for Meaning'* said, 'Everything can be taken from a man but one thing: the last of the human freedoms—to choose one's attitude in any given set of circumstances, to choose one's own way.'

Edith Eger, another survivor and author of *'The Choice'* her first book written at age 91, shares her mother's last words that literally kept her alive, "Just remember," said her mother, 'no one can take away from you what you've put in your mind.'

What are you choosing to put in your mind?

Have you heard the research that the average human complains once every 11 seconds? And 99% of that complaining goes on inside our heads. Yes, this is a massive issue.

And the solution is simple- warning, this doesn't mean easy. We can choose our attitude, choose what we put in our minds, and choose our response.

Leadership Action #2

There are lots of ways you can choose to do this. It all starts with noticing and awareness. How many leaders react on auto-pilot? If that is you, then the 'Traffic Light' and 'STOP' are two strategies that many people find super-helpful to get started.

The Traffic Light

What is your emotion?

If this seems challenging, start by asking, what is the physical sensation?

Where is this on the traffic light?

Red: Highly emotional, angry, lashing out, depressed, withdrawn into your shell...

Amber: Frustrated and anxious...

Green: Calm, satisfied, happy...

What is the best possible action you can take?

Ask, 'Given this situation, what is my best action?'

Choose to respond and take that action (vs react).

STOP for moments of crisis

S- Stop and pause

T- Take 3 deep breaths and smile

O- Observe what's happening in your body sensations

P- Proceed with kindness and compassion.





Mistake #3: Fearing the Imposter

Over 50% of leaders we've worked with say they feel like an imposter sometimes or often. Have you felt this way?

Have you ever felt out of your depth, like a fraud, petrified someone will find out the real you? Do you often feel like you're not good enough or don't belong? If you notice you're always trying to be bigger, better, richer, more successful (you fill in the blanks) like someone else then you're not alone.

While working with one of the wealthiest men in Malaysia some years ago, we asked him, 'Are you happy?' 'No' he replied, I won't be happy until I'm as wealthy as the Sultan of Brunei.' At that time, the Sultan was one of the wealthiest people on the planet. In his quest for happiness, this super-wealthy man ended up in prison for fraud.

In our work with leaders, we've found this mistake exceptionally common. Many so-called experts will advise you to fake it till you make it or fight back. While these ideas may have some merit some of the time, they're like putting on a band-aid without examining the root cause.

Shift #3: Be You. The Best You Now

While 'Being You, your Best You Now' may seem overly simple, the transformation possible is profound.

Where do you start?

When Michelangelo carved the statue of David out of marble it was truly magnificent. Thinking there is some special technique that other carvers could copy, someone asked him 'How did you do it? What

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was your technique?’ Michelangelo said, ‘I didn’t have a technique.’ Puzzled by his answer, the person replied, ‘What do you mean?’

Michelangelo said, ‘I saw a perfect vision of the angel in the marble and I carved to set him free.’ In other words, he focused on the angel NOT on the marble. He focused on his vision of what was possible, not on the barriers in the way.



We carve great leaders for a living. Our job, as coaches, is to clear away the stone and expose the hidden magnificence inside every person we work with. The process is very much like a sculptor’s; removing all the rock until the true image; the angel within, reveals itself.

Being YOU starts with focusing on the angel, the authentic best version of yourself. Most people focus on what is wrong, the block of marble in the way.

As the authentic angel, you’re free to create, free to unleash your potential, be happy, to choose your vision and priorities. ‘What could be possible if I unleash the angel within me?’

Leadership Action #3

Create your leadership vision



Choose a quiet space where you can be relaxed and uninterrupted for 30 minutes or more. Let your mind go wherever you want- business, relationships, or personal life- this is about you, being the authentic leader you were created to be; your vision.

Your authentic leadership vision expresses your life’s purpose and reflects your deepest values and beliefs. Your vision will provide guidance for how to best invest your time, energy, and resources so you

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can create this reality in your life and authentically live your life's purpose.



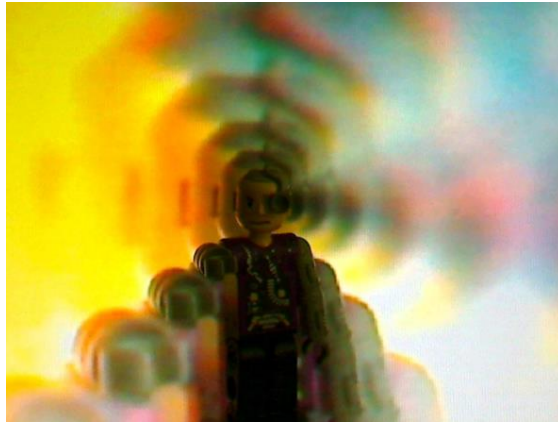
Here are 5 powerful questions to get you started:

1. Who or what matters most?
2. How would you define success in your life?
3. What impact do you want to have on others?
4. How would you want people to describe you?
5. What makes your life really worth living?

Your powerful leadership vision can forever change the direction of your life.

Once you've created your vision, share it with someone you trust. Commit to taking at least one action within the next 24 hours. If your vision involves your team, then make sure you clearly communicate this to them. Even better, involve them in the process. Reach out to us if you want some more support.

Embrace who you are as a leader! Be your best YOU now! Let your life speak! Start today!



Mistake #4: Not Listening

Leaders, who don't listen to their people, are making the mistake that most upsets most people.

This looks like the manager impatiently waiting to get to the point, totally disengaged, or simply not really listening at all. More often, they're waiting for a pause to butt in. This distracted kind of listening is the worst type of listening and unfortunately also the most common.

If you're typing away, thinking about something else, or glancing at your texts while you're in a meeting, you're guilty of this mistake. As a result, your people will feel frustrated they're not being heard.

Smart leaders learn how to listen.

Shift #4: Radical Relational Listening

Relational listening is a powerful respectful active process. It is essentially, as philosopher Martin Buber described, an 'I-Thou' listening that genuinely honors the other person as a human being of intrinsic value rather than merely a resource or an object.

The legendary leader, Frances Hesselbein describes the connection between listening and leadership perfectly in her book, *My Life in Leadership*.

'Listening is an art. When people are speaking, they require our undivided attention. We focus on them; listen very carefully to the spoken words and the unspoken messages. This means looking directly at the person, eyes connected; we forget we have a watch, just focusing for that moment on that person. It's called respect, it's called appreciation – and it's called leadership.'

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Relational listening; also referred to as empathic listening or active listening; demonstrates you care, builds trust and strengthens relationships, boosts engagement and productivity, helps you learn and improve, and helps you make better decisions.

Leaders who do this exceptionally well often take the time to develop daily contemplation, prayer, or meditation practices to get fully present and clean the lens through which they view the world. They are open to the experience of the moment and much less likely to take judgmental, oppositional, and defensive stances.

Relational listening will make you a better leader.

Leadership Action #4

Your leadership super-power is great listening. Did you know that 80% of our success in learning from other people is based on how well we listen?

Next time you're in conversation with someone be guided by these listening tips:

- Turn off any distractions
- Focus on the person, making eye contact (unless culturally inappropriate)
- Listen very carefully to the spoken words and also to the unspoken body language and facial expressions
- Be like a curious detective, asking great questions that demonstrate you're interested
- Remain open to the other person's perspective, this is how great leaders learn and find better solutions
- Notice any defensiveness; pause and take 3 deep breaths before responding; take a break if you need to
- Do your best to genuinely connect with the other, treat them with respect, keep a positive tone and look for win-win outcomes.



Mistake #5: Toxic Conflict

A massive 75% of people leave their jobs because of their manager, not the job itself according to one Gallup poll of over a million US workers.

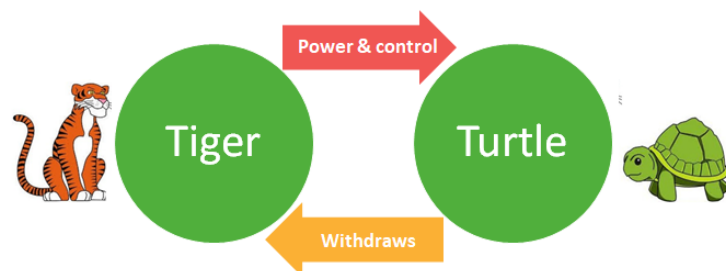
Most people don't leave their organization; they leave the toxic conflict with their manager.

Today's workplaces of increasing diversity, uncertainty and change are ripe for the possibility of conflict.

Most people don't know how to deal with conflict. Does the following scenario sound familiar?

One person, usually the manager, uses their position and power to assert 'my way or the highway'. The other person, often the direct report, then, may either avoid the conflict altogether, hoping it will go away, leave for another job, or fight back with a formal complaint.

This super-common negative conflict cycle is a recipe for disaster for any leader who needs everyone performing at their best to achieve collective results.



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We describe this vicious conflict cycle as the 'Tiger and the Turtle'.

The Tiger goes forward to resolve the issues often naming, blaming, or shaming; often feeling angry or frustrated.

When the Tiger behaves like this, the Turtle feels threatened and unsafe, and quickly withdraws into their shell, being defensive and feeling resentful.

The real problem is that both the Tiger and the Turtle think they are right and the other is wrong, perpetuating the standoff. The worst part is the real issue, different perspectives, which could be a valuable part of the solution needed, isn't resolved at all well.

Symptoms of this in a team include all-out war, stonewalling, defensiveness, negative comments, and a culture of criticism. You'll hear 'No', 'But' 'Should', and 'Ought' frequently too. The person with the most power, the manager, seems to win or be in control, however, it is really a lose-lose situation resulting in toxic relationships, high resignations or staff 'quietly quitting' and a culture of poor performance. Top performers won't tolerate this kind of environment.

Shift #5: Seek Win-Win Collaboration

Conflict in itself isn't the problem; it is how we deal with conflict that matters.

Conflict can be reframed as growth waiting to happen.

Once you are aware of being caught up in the Tiger-Turtle vicious cycle you can then choose a more powerful response.

Using a similar animal metaphor we call this becoming a 'Giraffe' type of leader.

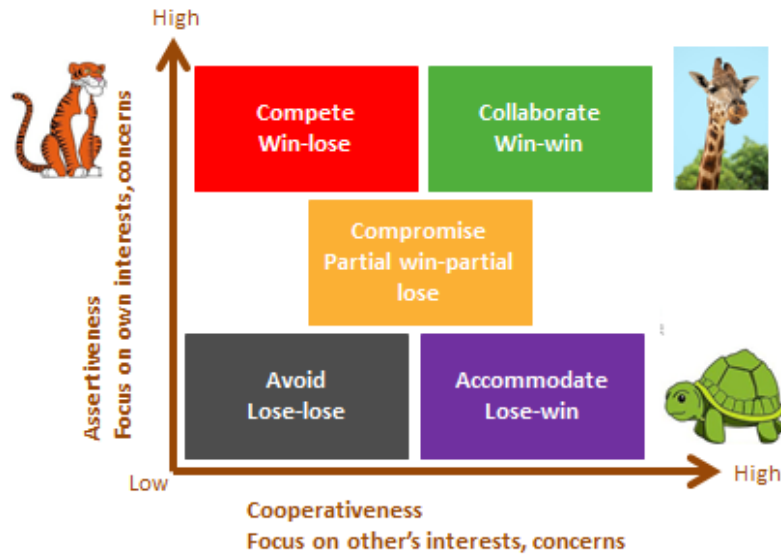
The giraffe is the land animal with the biggest heart, representing big-hearted courage, curiosity, open-mindedness and humility.

Great leaders collaborate and engage the wisdom, diversity, and differing perspectives necessary to find innovative solutions to the complex problems we experience today.

They look for win-win outcomes knowing that one person alone often doesn't have the best solutions.

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What kind of leader are you?



In conflict are you a Tiger, or a Turtle, or have you learned to disengage from reacting to conflict so you can respond and engage in communication as the Giraffe?

Ask your partner or your close colleagues if you're not sure.

If your natural conflict style is the 'Tiger' then pull your claws in when you feel anxious, frustrated, or angry until you calm down. Then go forward to create a safe place to listen to others' perspectives and views first before offering yours. Look for agreements, not disagreements.

If your conflict style is the 'Turtle', then come out of your shell and engage in communication. Ask yourself what your expectations are, therefore what requests you can make to get the agreements you need, to create win-win outcomes.

I really got this principle while at a Melbourne leadership summit with a colleague, Kirk. 'What's your secret?' I asked him. Kirk replied, 'You've heard of the golden rule, 'Do unto others as you would have them do unto you, but have you heard the platinum rule, 'Do unto others as they would be done unto?'

Giraffe leaders build bridges with others on their team by looking through the lens of the other person, 'as they would be done unto.'

They don't communicate when upset, they manage their own emotional state and self-soothe before going forward to resolve issues.

They listen and ask great questions.

Instead of taking a position and saying, 'No BUT' they say, 'Yes, AND.' Giraffe leaders look for the 10%

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they agree with, for example, 'You make an interesting point.'

They choose to convert their expectations of others into clear requests to get specific and clear agreements.

Watch what happens to trust and performance as you create a context of collaboration.

Leadership Action #5

Your people are your greatest resource, right? So be sure to demonstrate you value them.

A quick daily check-in and regular one-on-one meetings are opportunities to build relationships and get on the same page and prevent conflict from escalating.

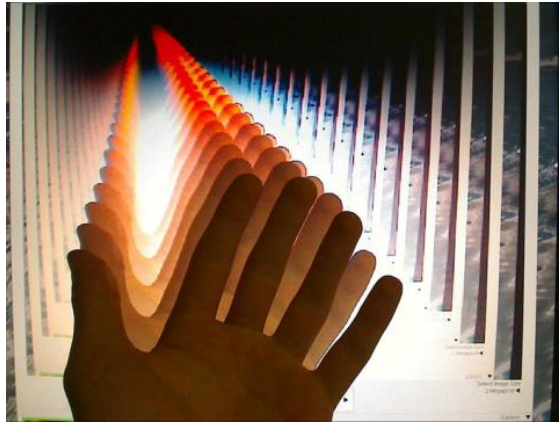
Notice when your emotions are triggered in conflict situations. Choose an in-the-moment strategy to defuse emotion such as deep breathing or taking a pause. When both people are calm, make time to explore the conflict looking for win-win solutions.

Focus on being fully present and really listening. Be like a curious detective asking open questions using positive tone and words.

The 4 Steps to Turn Conflict into Collaborative Solutions

Here's a helpful 4-step approach adapted from Fisher and Ury's, *Getting to Yes*. You can apply this process in any conflict situation. Keep in mind all the previous communication tips we've shared, including the traffic light, open questions and keeping your words and tone positive. Remember, you're looking for solutions and the intention is to work together to find a great one!

1. Separate the **People and Emotions** from the Problem. What do **we** want to achieve?
2. Focus on **Interests** not positions. Why is that important to you? What is the purpose of this?
3. Generate a variety of possible **Options**. Brainstorm together possible options. Be as creative as you can looking for solutions.
4. Results must meet objective **Criteria**. Agree on criteria that the option must meet.



Mistake #6: No Feedback

A huge mistake many managers make is they don't ask for feedback.

When you don't seek feedback how can you really know how you're doing? Or see the mistakes you make? We all have blind spots.

Leadership researchers, Jim Kouzes and Barry Posner found that seeking feedback on performance was the most under-utilized behavior of exemplary leaders.

And according to 1,400 executives polled by The Ken Blanchard Companies, failing to provide feedback is the most common mistake that leaders make.

If you don't give feedback to your people, you're not giving them the opportunity to improve their performance.

Why don't most leaders give or receive feedback?

Usually, it comes down to fear; fear of conflict, and not knowing how to do this well. The outcome of this mistake is many lost opportunities for better results, higher-performing teams, and happier workplaces.

Shift #6: Feedforward

To avoid the feedback mistake try feedforward.

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Feedforward is a positive future-focused personal development process that, used with traditional feedback, takes the sting out of feedback. The term, feedforward, was coined by Jon Katzenbach and Marshall Goldsmith when they noticed that the feedback process was more successful when feedforward was added.

We've personally used this process with 1000s of people and the most common words used to describe feedforward are 'positive, helpful, and fun!'

That's because feedforward is focused on the future you can change, not the past you can't change. There is no judging or critiquing of the person or ideas, you learn from diverse perspectives, you can really listen because you don't feel defensive and it creates a rich pool of ideas with less work.

How does feedforward work?

Leadership Action #6

Start with Feedback

Interview 6-12 people from a range of roles who know you well. Spend around 5 minutes with each person as you ask the following questions:

1. What do you think are my strengths as a leader and manager?
2. What areas could I be more effective as a leader and manager?
3. What do you think is the most important leadership skill for me to focus on and why?
4. What suggestions can you give me to be more effective at those leadership skills?

The responses will be helpful in selecting 1-2 leadership behaviors to work on.

Next, try Feedforward

Pick one behavior you'd like to change. Change in this behavior should make a significant, positive difference in your life.

Describe this behavior. For example, 'I want to be a better listener.'

Ask for two suggestions, feedforward for the future that might help you achieve a positive change in

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your selected behavior.

Note, people are asked not to give feedback about the past. They are only allowed to give ideas for the future.

Listen attentively to the suggestions and take notes. Do not comment on the suggestions in any way. Do not critique the suggestions or even make positive judgmental statements, such as, 'That's a good idea.'

Say, 'Thank you' for the suggestions.

You then swap roles.

Ask the other person what they would like to change.

The entire process of both giving and receiving feedforward usually takes about two minutes.

Feedforward is great in group contexts. It has the power to super-charge a high-performance culture and measurable results. This process teaches your people how to manage and lead themselves, saving you time, energy and focus. It is so simple. Just ask and take action. We encourage you to give this a go.



Mistake #7: Failing to Develop Leaders

Failing to develop leaders is the single most expensive mistake a leader can make according to Gallup research.

This mistake applies both to you, the leader, and to the people you lead. If you're standing still in our world of change and complexity you're going backward.

'The most important investment you can make is in yourself,' says Warren Buffett, a super-successful business investor.

What's the cost of not investing in developing yourself and your people?

A good business never becomes a great business and your best people leave for bigger opportunities. On a personal level many people experience poor mental and physical well-being; dreams of walking your daughter down the aisle and holidays with grandchildren shattered forever by divorce and broken relationships.

This mistake is super-important in our fast-changing interconnected complex world. Don't make this mistake.

Shift #7: Coaching Culture

The one thing you need to be an extraordinary leader today is a great coach.

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People often ask, 'Why do top-level, successful leaders need a coach? They're already successful, why would they need to get even better? The answer is simple-- think Tiger Woods, Serena Williams, and Michael Jordan. They're good. Can you imagine any of them without a coach? Of course not!

Why wouldn't successful business leaders have a coach?

Successful people today know that they must continue to learn and develop, and they must support their people to grow too. Successful people know that a great coach will support them to do this.

Thirty years ago leadership coaching was virtually unknown. I remember seeing a tiny article in an in-flight magazine very early in my career and being inspired that this was something I knew was for me.

'Today's top people don't want a boss, they want a coach', says Simon Hooper from Gallup.

Why? Because coaching focuses on growing leaders in a way that works for everyone. Coaching creates a supportive relational context that, when done well, has the capacity to transform people and performance.

Changing behavior is hard. Think about the times you've decided to change something, like losing weight or getting fit. How successful have you been?

A great coach will support your leadership with practical tools and strategies; they'll ask great questions and be your mirror, they'll have the wisdom of experience to know what works in the real world, they'll keep you accountable to your goals and your word. A coach like this dramatically improves your chance of success.

Leadership Action #7

Take the time now, if you haven't already, to review the 7 leadership shifts, to integrate the ideas and to commit to action. If you make the time to do this well, you'll have crystal clarity on your vision and the leader you have the potential to be; the business, life, and impact that is possible for you! Don't let this remain just a pipe dream.

Ask yourself the following questions:

What is the value of achieving my leadership dreams? Be specific. Most people say it's priceless.

Who is supporting me right now? Is this working?

What is the cost of wasting lots of time and resources trying to figure out how to get there on my own? Let go of the myth that you should go it alone.

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How long have I been stuck or struggling?

Grant and I are known as world-leading leadership coaches. If you're open, coachable and ready for action then perhaps it's time we had a chat.

Client Results: Peter, Lyzanne, and Greg



Peter owns a successful building construction company. He didn't know what he didn't know. This is what he said:

'I'm absolutely delighted with the program outcomes. The gains I've had have been life-changing, not only in marriage; but also in well-being, self-confidence, family, and business. I've gained back who I am and I like that. Thank you.'



Lyzanne, from South Africa, is an entrepreneur farmer, and small business owner. She focused on being the best version of herself, creating joy, transforming her relationship, expanded business and financial success.

'It was 3 easy-ish but achievable steps. It changed my relationship and my whole life! I'm thankful for having the life-changing experience that was brought about by your course.'



Greg's in the financial services industry. We've helped him to focus on the things that really matter; his business results, his marriage, his mental health, and leveraging his strategy to create his dream of a philanthropic legacy.

'Christine has helped me to focus on what matters in my business, marriage, and life... I remain delighted to be working with her and hope to for the foreseeable future. Thank you, Christine and Grant; you've changed our lives for the better.'

Conclusion: What You Need to Win



The 7 Leadership Shifts will help you avoid the common mistakes most people make and avoid the high cost of stress, overwhelm, chaos; imposter syndrome; not listening, toxic conflict; avoiding feedback and going-it-alone.

The 7 Shifts along with the practical actions we've shared in this guide are a proven recipe for sustainable, transformational leadership success. They are the secret to the success of our own business and life partnership of over 4 decades, and to the exceptional results of the many leaders, we work with.

Now You Have a Choice

You can stay stuck and frustrated doing what you've always done, wasting time and money trying to figure it all out on your own or you can take action now, invest in yourself and go all in and completely end stress and overwhelm, toxic conflict, poor performance, and chaos. Fast.

Do you want to LEAD a business and life where you love all of it? Where you and your people are happy, and achieve peak performance and exceptional results?

If you say yes, we can help you!

Here's How We Can Help

When you reach out to us, we will set aside time to respond to your email or speak with you about how you can apply these ideas. We'll help you get crystal clear on three things:

- Clarifying your key challenges.
- A crystal-clear vision of exactly what you want your business and life to look like.
- A specific strategy for action with the exact steps you need to get started.

Here's Why We're Doing This

Our mission is changing lives through leadership. We help leaders integrate transformational leadership principles and achieve their boldest goals.

If you want us to help you, and if we think it's a good fit, we may invite you to become one of the new clients we'll take on this month. If we work together, we'll co-create a customized leadership process. We'll expect you'll be on track to achieve your boldest goals within 12-36 months.

About Christine and Grant

Christine and Grant Wattie are known as world-leading leadership coaches and mentors helping individuals, teams and businesses achieve their biggest boldest goals.

We do this through our individual mentoring and customized group programs. Our programs include the Ultimate Leader™ and Million Dollar Marriage™.

We've been together for over 40 years and worked with 1000s of individuals, couples, and businesses large and small, including royalty, a prime minister, and a governor-general. We live in the beautiful town, of Havelock North, New Zealand.

To Contact Us

Go to our website at www.arohaleadership.com

And send us an email at Christine@arohaleadership.com and we'll set up a time to chat.

