

INSPIRE



What INSPIRES you?

Issue: 8

October 2012

WHAT'S NEW THIS MONTH?
[ASK ROXI QUESTION 5 DAYS THAT WILL CHANGE YOUR LIFE!](#)
[3 THINGS LEADERS DO TO INSPIRE](#)
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ASK ROXI
[Please send me your questions. CLICK HERE](#)

OCTOBER QUESTION

"How do I get my people to buy onto a needed change instead of resisting or sabotaging it?"
.....

Most - like over 70% of change efforts fail often because we come at it from the wrong direction.

I believe in the PULL vs. PUSH method of leading change. When we trust our people and seek to understand the wisdom in the group, we can present the change challenge and engage our folks to help solve it.

Believe it or not, your people are likely to come up with more and better answers than you would on your own. And the bonus is, when they do it themselves, there is a huge amount of "buy in."

It's critical for people who are impacted by a change to have as much say in the "how" and "when" as possible. Sometimes it's not possible, but most of the time it is, and in the name of expediency leaders think they must "push" the change onto people.

Here's a reality check: it takes a LOT less time, effort, and money to make the change the right way than to go back again and again to fix it, if indeed the change ever gets rolled out and sticks. Did you remember that 70%? That's real and it's real because we push change in ineffective ways far too much of the time and pay a high price for it.

Did you miss a Newsletter? No problem, choose any from the

[ARCHIVE](#)
[CLICK HERE!](#)

HIGHLY RECOMMENDED BY ROXI

The SIX Disciplines of Breakthrough Learning

Wick, Pollock, and Jefferson

Greetings!

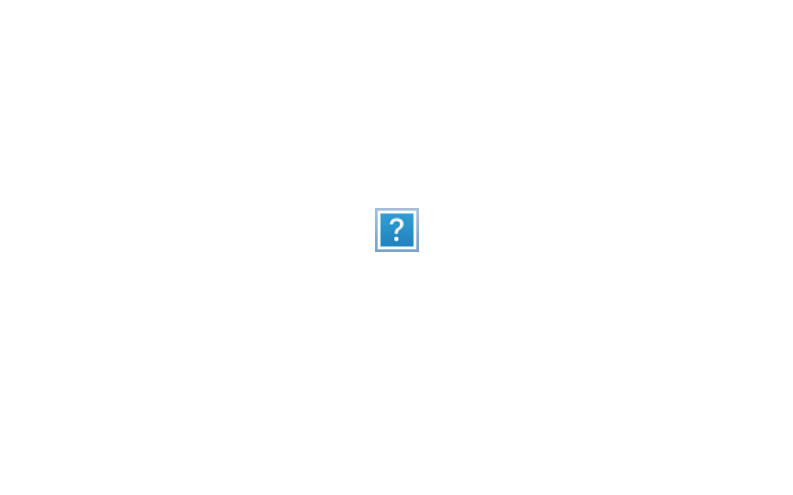
This month's letter was delayed by Sandy, a trick, not treat of Mother Nature that will inspire stories for a hundred years - stories of devastation and stories of heroism - stories of neighbors and strangers helping each other - stories of compassion and healing. Sometimes the worst brings out the best in us. For those of us spared, we are immensely grateful. For those of us who experienced "Sandy," we are reminded how powerful the forces beyond our control can be.

This month's newsletter is dedicated to the women and men who braved the storm and have worked so long without rest and in harm's way to save others and to rebuild.

These remarkable people inspire me to do my best for others. Every day, around the world, this cycle of tragedy and recovery happens over and over again. I am in awe of the power of the human spirit to recover and renew. We are a resilient species!

BE INSPIRED...

[The Beauty of Pollination HD](#)



[The Beauty of Pollination from TED](#)



5 DAYS THAT WILL CHANGE YOUR LIFE!

[Click above for Brochure and Registration Information](#)
[HOLD THESE DATES: and Contact US](#)

APRIL 29 - MAY 3, 2013

[W/ ROXI HEWERTSON & JENN KAYE](#)

LEADING WITH IMPACT: YOUR RIPPLE EFFECT

**5 DAY LEADERSHIP INTENSIVE
AT HIGHLAND LODGE CENTER
IN THE BEAUTIFUL FINGERLAKES OF NY**

A week to remember!

So... "What inspires you?"

I am a big believer in the power of passion to inspire us. As the German philosopher, G.W.F. Hegel once said, "We may affirm that absolutely nothing great in this world has been achieved without passion." And Eleanor Roosevelt reminded us, "The future belongs to those who believe in the beauty of their dreams." One of my other favorite quotes from Zig Ziglar tells us, "People often say that motivation doesn't last. Well, neither does bathing - that's why we recommend it daily."

To be inspired is to be motivated and optimistic; both are essential qualities of great leadership. The definition of the word "INSPIRE" means to fill someone (including yourself) with the urge or confidence to do or feel something, or to create a positive feeling in a person to act upon an idea, hope, or dream.

How do we inspire others and ourselves, particularly when we are questioning our purpose or feeling overwhelmed? Here are 7 thoughtful questions you can ask yourself and those you lead. They just might help get you on your way to an inspired new day.

1. What puts a smile on your face?
2. What sparks your creativity?
3. What would you do for free?
4. What do you like to talk about?
5. What makes you unafraid of failure?
6. What would you regret having not tried?
7. Count what you have. What are you grateful for?

I must give credit where credit is due. These 7 questions came from our son, Ewan, who inspires us to get the most from life every single day.

[READ MORE...](#)

Great leaders inspire themselves and others to new heights. Doing, thinking, and feeling the same old, same old, gets us nowhere fast. We are, after all, human beings, not human doings.

What inspires you?

Think about the last time YOU felt INSPIRED. Where were you? What was happening? Who was there? What energy did it generate in you? How did you feel? What did you do about it?

Inspiration has come to me through two additional events this month. The first was attending The Convergence Center for Policy Resolution leadership meeting in Washington, DC. There, remarkable people from all over the world with different political and philosophical points of view came together to learn about recent progress. We heard and saw many true stories of hope and positive action popping up in troubled parts of the world and hope for finding solutions to health and education crises here at home. It inspired me to see how so many people from different backgrounds and points of view can create miracles together. It made me want to do all that I can, to be a player, not a spectator.

The second event required intrinsic self-inspiration to deliver a **TEDx Talk** about my breakthrough understandings of leaders and leadership. I wanted to create something that would be a call to action and inspire others to think and act about leadership in new ways. The only well from which to draw was my own passion and experience. I'm happy to say, it was well received and will be on line at <http://www.youtube.com/user/TEDxTalks> in 3-6 weeks. If you haven't yet discovered **TED TALKS** (global) and **TEDxTalks** (regional) - give yourself a treat and go on line for amazing, inspirational, thought provoking 18 minute presentations on a huge range of topics. **TED** is all about free access to "ideas worth sharing." It's fabulous!

I cannot imagine living an uninspired life. My hope for you is to find at least ONE THING that inspires you. Plug in to your passion for your own positive purposes and to inspire others around you.

3 THINGS LEADERS DO TO INSPIRE OTHERS

1. Share your passion
2. Think bigger than yourself
3. Show people a window to a world they didn't know existed

3 THINGS LEADERS DO TO KILL INSPIRATION

1. Say "no" more than "yes"
2. Laugh or ridicule others' ideas
3. Demonstrate a scarcity mentality and attitude

UPDATES:

October has been a whirlwind of activity. We've nearly completed filming our **new Leading With Impact: Your Ripple Effect, On-line leadership course**, and our **new "ASK ROXI" web site**. Both are gearing up for an early 2013 release. We expect to pilot test our **blended learning model** with Cornell University and SUNY Cortland the first quarter of 2013. Once the web site is up we'll be working hard to create a real time leadership learning community where we can help each other be effective leaders no matter what gets thrown our way.

FREE PILOT OPPORTUNITY

We are accepting up to 15 individual pilot participants NOW! We'd love to see a nice diverse group of leaders and individuals who may want to become leaders. Each of 5 modules will be about one hour in length with printable worksheets and practice activities. Here's the catch - you have to be willing to complete a survey for each of the 5 modules to participate.

Please let us know if you would like this opportunity by emailing us at info@highlandconsultinggroupinc.com

AND...we are delighted our Highland Consulting Group, Inc. web site has undergone a massive overhaul to make it more user friendly and informative. <http://www.highlandconsultinggroupinc.com>

ASK ROXI ARTICLES

I've had the honor and fun of writing a number of articles and/or contributed to both on-line and print publications this month as well as numerous radio interviews across the country - from Seattle, to St. Cloud, to New York. Word is spreading - we can, absolutely can, lead more effectively.

- [Forbes.com](#) - in November 12 Career Killer Comments
- [Entrepreneur Magazine](#) - in March - New Trends in Leadership
- [Comstock Magazine TBA](#) - Leadership Fatal Flaws & Best Practices - in December
- [Warren Bennis - Leadership Excellence Magazine](#) - in November - Do or Die, Best Practices or Career Killers
- [Inc.com](#) - October - Non-Salary Benefits - Employee Rewards

Please share the **ASKROXI newsletter** with anyone you think would enjoy and benefit from it. Thanks for your forwards and to all our new subscribers.

Remember, you have access to archived newsletters by clicking on the ARCHIVE link in the left column

SEE YOU NEXT MONTH!

Inspirationally yours!

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