

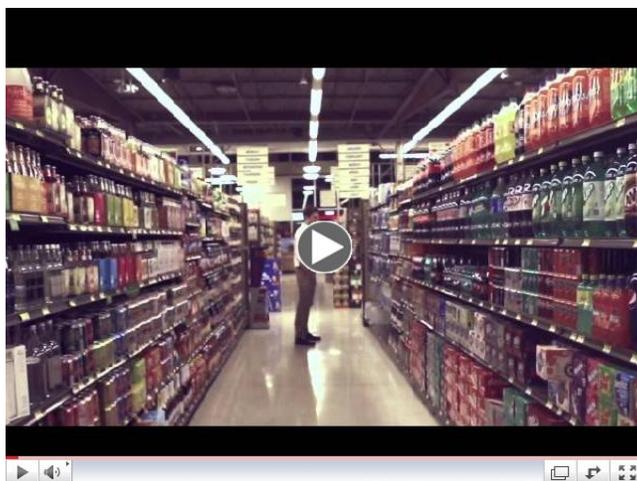


MAY 2013

ISSUE: 15



## AWARENESS is a CHOICE



THIS IS WATER

Dear Roxi,

Welcome to the FIRST issue in our new newsletter format. I'd love to hear what you think of this and the free [SNEAK PEAK](#) of our upcoming leadership on-line program.

This month I want to explore how much we gain when we pay close attention. For instance, have you ever noticed when you *walk* the same street you normally *drive*, you see, hear, and smell much more than you ever noticed before? When you stop moving for just a moment, there is time and space to take in it even more.

When we are aware, we know something or someone is right there in front of us because we hear, see, smell, sense, taste,

### Ask Roxi Monthly Question

How do I effectively re-integrate a direct report back into our team from his leave of absence? Things weren't so great between us when he left , and I want to start off on a better foot.

Answer:

First, he needs to feel genuinely welcomed back. That includes making time for him the very first day and sharing what has happened in his absence - without overloading his first day plate.

Second, don't live in the past and don't ignore it. Talk together about and write down explicit mutual expectations of how you each would like to work together so his return is successful and working together is productive for everyone.

Third, listen carefully, be

and/or feel it.

Knowledge, mindfulness, sensitivity, and consciousness are all synonyms of awareness. Most of us would say these are good things to have and be as leaders. The opposite of awareness is ignorance, mindlessness, insensitivity, and unconsciousness. Most of us would say these are not good things to have and be as leaders.

Leaders are often "get it done, task oriented" people regardless of personal style. The responsibilities we carry are very present for us every day. Yet, frenetic, "busy-ness" energy is not particularly beneficial in leadership when we get snagged and caught up in the urgent and lose focus on what and who is most important. I sometimes say to my clients, "Let's get you out of the weeds!" Leaders and their people need time to think, create, interact, and pay attention to what matters most around them.

I know this and yet....I caught myself in autopilot recently. See if this sounds familiar....[READ MORE](#)

## 5 WAYS TO INCREASE YOUR AWARENESS

1. **Breathe** - slowly, deliberately...particularly when you need to pay close attention to someone or something
2. **Pay attention** to and trust your instincts - when it is instinct vs. bias, you will always be right.
3. **Read something** you would not normally read about a subject you would not normally pay attention to.
4. **Listen - Listen - Listen** to what people are saying to you both in words and in the other 93% of their communication
5. **Slow down** at least once a day and do absolutely nothing - no phone, no email, no reading, no TV, no talking, no games. Quiet your mind and body and observe what you observe.

## NEWS AND UPDATES

*"Roxi, thank you again for what I call a life changing experience! Not a day goes by that I'm not utilizing*

open, and commit to regular check ins about how things are going so you can course correct quickly and together if need be. Set up these meetings - even if they are short ones, right away.

Fourth, tell him what you value about him and his work, and why it matters to you that he is successful. Let him know you want your relationship to grow and be mutually supportive going forward.

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*the skills you taught and I gained from the experience of the leadership training." May 2013 Sherri K. Executive Director*

June is almost here and so is the AskRoxi.com web site!! Our dynamic Leadership Learning Community IS being launched before the end of June! And there's more...our "Leading with Impact: Your Ripple Effect" on-line leadership course will be ready for you, too. Stay tuned and watch your in-box for my announcement of going LIVE! In the meantime, for you, here is the FREE [Sneak Preview!!](#) introduction to the course. Enjoy!!

I encourage you to share this newsletter with anyone you feel would enjoy it. Remember, past newsletters on a wide variety of leadership topics are located in my archive. Just click and read.

See you in June!

Consciously yours,

Roxi Bahar Hewertson  
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