

The Leadership Imperative

Building Successful Companies That Change
The Way We Do Business



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This brief manual will provide you an overview of how LionHeart's unique approach to business success will empower you to build a sustainable competitive advantage in your organization so you can make your complete contribution to the world.

1

Executive Summary

It is no secret that doing business today is more complex and competitive than ever before. As the leader, a big part of your job is to anticipate and solve your organization's most complex problems—and take advantage of your most compelling opportunities. You must also inspire and nurture an organizational culture of excellence, so people can do their best work. Your customers know the difference when you do it right.

It takes a lot of heart to build a successful company without compromising what really matters. When you are leading well, you easily maintain your own well-being, energize your organization with vision and optimism, and feel fulfilled by the experience of making a difference. When you fall short, you often feel unsuccessful, overwhelmed, and depleted. Unfortunately, these feelings of disappointment can escalate out of proportion in a hurry. **Often you have no one you can really talk to about this agonizing side of leadership, so you just keep going and allow the burden to slowly wear you down.**

That is why we focus on being of service to you—the person who holds the responsibility for making it all work. The professionals from LionHeart Consulting Inc. listen carefully to help you identify the critical issues in your organization. We support you to discover the truth behind what's really going on, so you can address these issues with wisdom and courage. **Ultimately, you make the real changes necessary to turn your business breakdowns into organizational strengths, so your company can make its complete contribution to the world.**

Working with thousands of leaders over the past 25 years we have observed four fundamental phases of learning that successful leaders have undertaken:

Phase 1: Trusting the Wisdom in Your Own Heart

Real leaders confidently set aside their egos and lead from their highest character values, tap into their inspired creativity, and develop a service ethic that energizes their experience of well-being.

Phase 2: Developing Your Collaborative Core Team

Successful leaders develop trusting relationships with talented, dedicated people who are unified in their commitment to the organization's purpose and vision.

Phase 3: Developing Organizational Alignment and Effectiveness

The most influential leaders mobilize their organization to provide services and products that enrich the world profitably; their financial success provides opportunity to improve the way business impacts our overall quality of life.

Phase 4: Using Business Success to Impact Society

Leaders who create genuine success on all levels have the resources, passion, and expertise to give back to the world. They often expand their own company's contribution to society, invest in philanthropic work, and teach others how to create genuine business success. At this point they fulfill their personal purpose and share their talents at the highest level possible.

We understand that this leadership progression is not an easy one. But we also know you are more capable than you think you are. Your evolution will not always occur in a linear fashion, but we will support you to work effectively on multiple levels as the needs of your organization dictate. We help you find your own answers and facilitate your team to develop alignment by customizing solutions to your toughest problems. As you discover that the best solutions are always hidden within the untapped talent of your people, your business will become more profitable and sustainable. Once you become truly successful, you will naturally turn your attention and influence to the larger societal problems we face. **We believe business leaders with the wisdom to create sustainable prosperity can become the catalyst of a world economy that serves everyone. Our mission is to help you do your part!**

Your journey starts with a deep appreciation of the wisdom in your own heart—and recognizing the cost of not using it as your personal compass. We teach you to become aware of the limited thinking that contributes to your struggle with leadership, and enable you to find the most effective path to your next level of success. Free from your subtle, compromising beliefs, you naturally come into deeper alignment with your own wisdom and character values. This allows you to bring your inspired creativity to work every day. From this foundation of internal strength, you can build a successful business that becomes a model of excellence enriching the market with real value. We believe you would love nothing more than to experience your own leadership at this level of fulfillment. **Let us help you begin, accelerate or complete your journey.**

2

The Cost of Business as Usual

Our clients share with us their vision and successes, but also the struggles, pain, and frustrations they experience while leading their organizations. You can likely think of a few situations you've encountered recently that had you:

- *Feeling overwhelmed due to the unrelenting demands of both your market challenges and organizational inefficiencies;*
- *Feeling paralyzed to act because of confusing and conflicting priorities depending upon who you've just spoken to;*
- *Feeling frustrated with having to endure difficult personalities because of the fear that confronting them will only make things worse;*
- *Feeling discouraged because others don't live up to their commitments;*
- *Feeling disconnected from your larger purpose;*
- *Losing heart because corporate politics and attitudes of negativity make your job tougher than it needs to be.*

If left unattended, these struggles develop into both personal and business problems. **We see stress related illnesses—headaches, backaches, severe anxiety, depression, and worse. We see relationship problems—divorce and alienation from children and friends. On the business results side, we see high turnover, dissatisfied customers, loss of market share, and unacceptable levels of profitability.** You can find stories of corrupt leadership in the newspaper almost every day. Our cost of compromised decision making and trying to do business with unresolved problems is high.

To address these struggles, you can fine tune your time management skills, attend seminars, and read books on the latest management techniques. Many of these sensible approaches actually help, at least temporarily. **However, most people continue to experience certain patterns of struggle and diminished results until their unconscious beliefs, and the decisions driven by them, reach their awareness and become transformed.**

On a larger scale, beyond the scope of your own business problems, we hear more and more accomplished leaders expressing a sense of resignation that the 'system'—economic and political—does not reflect their most important values. Simultaneously, the advance of technology that makes business more efficient is also causing us to work at a faster and faster pace. With less time for thoughtful reflection, many people are allowing financial success to come before their most important values. When our

business culture rewards this dynamic, we find our talent and resources getting invested in unnecessary activities and products that do not really enrich our lives.

We believe a business culture based on genuinely enriching the quality of life for everyone—now and in the future—is the only sustainable model. Moving in that direction will require a new kind of leadership. We believe that given a clear choice you can act on every day, you will enthusiastically take this challenge on.

In 1998 our manufacturing performance had plummeted after failing to keep up with our growing business. Despite many dramatic efforts, we lost \$500,000 in profit due to deteriorating productivity, late deliveries, and rejects... Our engineering-minded manufacturing manager signed up for the 1999 LionHeart Leadership program with this goal in mind... he developed rich intuitive and emotional skills to match his already well-developed analytical skills. We then brought LionHeart's coaching in house and our manufacturing manager began achieving spectacular business results in productivity, on-time delivery, happier employees, and dramatically increased profit. He initiated an environmental improvement program - an issue that he cared deeply about. His business success resulted in numerous promotions and raises... most of us in management have now participated in this program. We regularly talk about the obstacles and barriers that prevent us from solving our most difficult and lasting problems. By recognizing and dealing with them, we are achieving results that we previously had failed at... Through our work with LionHeart we also learned that physical illnesses are often a reflection of unproductive beliefs. For example, my shoulder and neck were chronically and persistently painful... I discovered my assumption about "shouldering the world's problems" alone. By recognizing and letting go of this assumption I discovered greater joy and freedom in work as well as a more relaxed shoulder. In addition to all the business and personal changes, our working environment has become enriched. We've also developed our ability to speak to one another about what is really going on in the moment. Instead of awkward conversations that are brushed over or avoided, we value open, authentic, face-to-face communication where issues are solved because they are faced and relationships are deepened through mutual support and honesty.

Mary Roberts, CEO
Rejuvenation, Inc

3

The Opportunity for Leaders with Real Vision

This new kind of leadership understands that the work of a leader is an inside job first. Our focus needs to shift from external success at all costs, to creating a sustainable society reflecting our deepest internal values. This exciting re-invention of business leadership is already underway. We work with many business leaders who are escaping the limiting dictates of “business as usual” by turning inward to find new answers. Helping you access your own wisdom, creativity, and courage is what distinguishes LionHeart’s approach to leadership development and organizational change. We assist you solve problems and pursue opportunities from the deeper, more conscious perspective of your own heart.

We are not asking you to set aside your mind and analytical skills. On the contrary, we ask you to merge the values in your heart with your analytical skills and business acumen—in order to address your challenges in the most complete way possible.

Reflecting on your problems from the deepest character values in your heart illuminates the unconscious beliefs that cause struggle and compromised decisions. This provides you with a powerful opportunity: a more enlightened, expansive response to your challenges, instead of simply reacting from a limited point of view. We have found that your heart contains a flawless set of character values that enable you to understand what is needed in any situation regardless of the circumstances. It supersedes your ego, allowing you to overcome the obstacles that would otherwise prevent you from moving forward with excellent action. This approach is certainly not foreign to you. However, it is a skill with infinite opportunity for development, and our methodology will provide you with much more access to your own wisdom.

Leaders using this practice of inner wisdom are experiencing tremendous positive changes personally and improving their business results. One client who silently suffered for 20 years from two or three migraines a week, now rarely has even a minor headache. Another who felt trapped in an abusive customer relationship, followed his inner guidance, ended the relationship on his terms, and watched his business grow dramatically in the next 6 months. But you will have your own success stories.

As you develop your capacity to lead from wisdom, you will find it easier and easier to have the conversations with your core team that will move your team forward in a unified direction. Trust, collaboration and the spirit of partnership are the outcome of

honestly addressing the real issues with your key people. The more you lead from your own heart, the easier it will be to bring the best out of these people who are so critical to your success. Only then will they be fully capable of building an organization that is a reflection of your purpose, vision, and values.

As you build a profitable business around the highest values in your heart, you will be in a unique position to shape the way business is done by everyone. While your own business success is critical, a much greater gain is possible when this approach to leadership and decision making becomes the norm instead of the exception. Commerce touches everyone on the planet every day—locally, regionally, nationally, and globally. And people gravitate toward what works. Once you demonstrate that financial success, character values, and sustainable business practices can coexist as the outcome of leading from inner wisdom, you will contribute to shifting the model of business success from one that depletes society, to one that enriches our overall experience of life.

When I started working with LionHeart, "speaking from the heart" was a concept that was completely foreign to me. The word heart in relationship to business caused my palms to sweat and I'd quickly change the subject. Nowhere in my learning about business success had I been taught to include compassion or anything connected to the heart. What I realize now is I'd been missing the immense power of engagement and enrollment that speaking from the heart possesses. Working in the field of sustainability it's easy to get into debates about sustainability, usually making others wrong. This past year, having compassion in my approach has encouraged people to "get it" in their own way. Our firm has grown rapidly with this new approach to leadership and we are now helping more and more people enjoy the benefits of environmentally friendly conferences and conventions. Our intention is to make green meetings the standard in America.

**Amy Spatrisano, Owner
Meeting Strategies Worldwide**

4

A 21st Century Business Model: Sustainable Competitive Advantage

Leading your organization to an enduring competitive advantage depends upon developing the wisdom and creativity of great people. In the 21st century, you will most easily engage the hearts of extraordinary people in work that is socially and environmentally responsible. Why? Because people committed to excellence want to provide products and services that meet the real needs of society, and enrich our overall experience of life. Truly dedicated people want more than financial security. They want to rally around a cause that is worth working for.

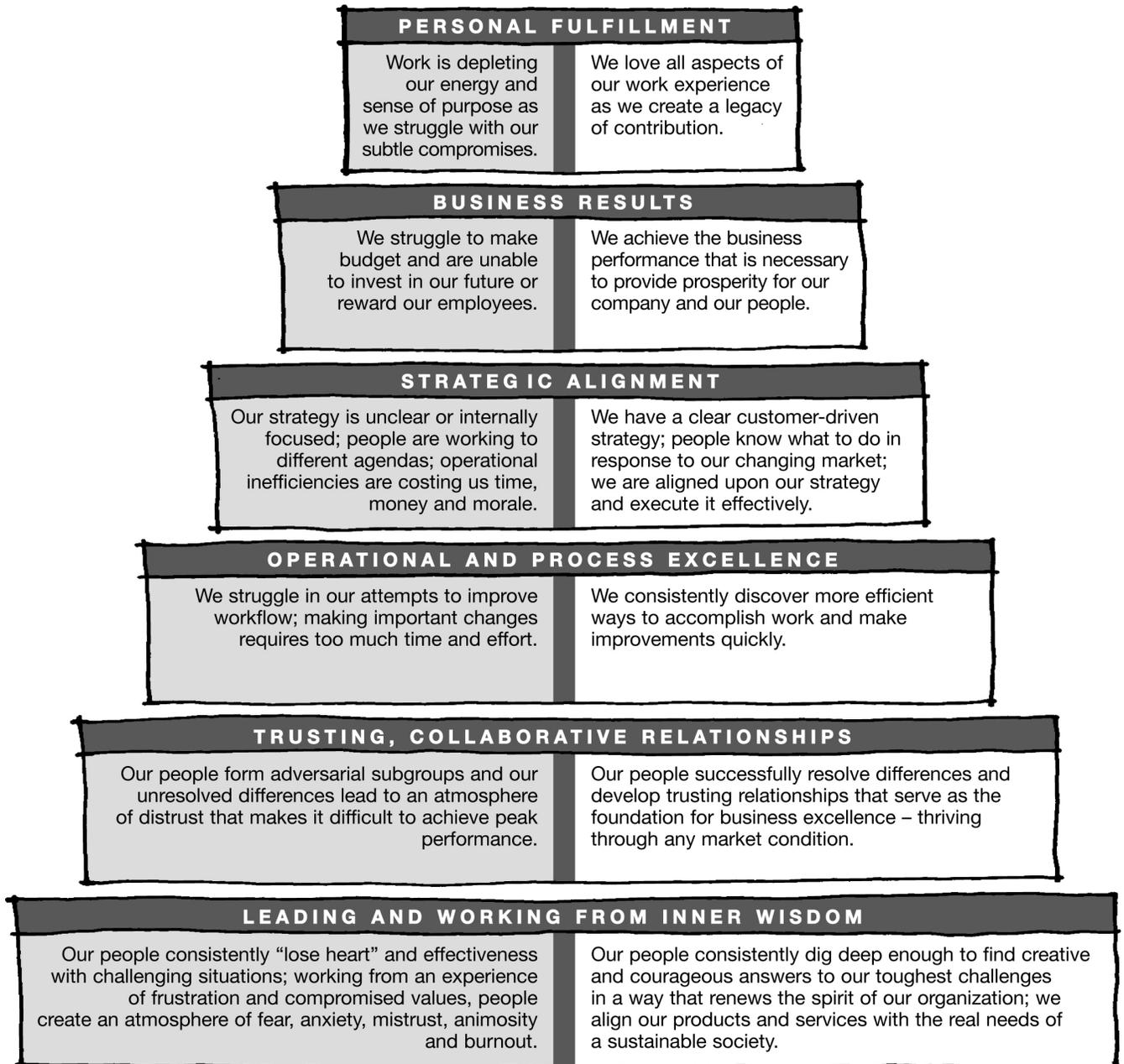
This type of enlightened organization will attend to the needs of all of the people who are a part of your business community, not only your customers and shareholders. The new definition of business excellence includes the impact your business has on society as a whole. LionHeart's business model expands the traditional model that focused on bottom line results, strategy, operational excellence, and process improvements. All of these components are still essential, but by themselves are no longer enough. Corporate profitability needs to be accomplished with a genuine commitment to people's well-being, and ultimately become a means to socially responsible ends.

In addition, people's desire for meaningful and fulfilling careers is evolving to a deeper longing for spiritual transformation. Transformation occurs in business when the primary motivating factor of people's work is service to humanity, honoring their own values, and having meaningful relationships with the people they work with. This occurs when they free themselves from whatever is inhibiting their full self expression and creativity. Once people break free from their own internal constraints, they rediscover their love for work, and it shows up in the quality of your customers' experience.

We have found that this transformation initially becomes evident in Trusting Collaborative Relationships; and that people working together are the key to Operational And Process Excellence, Strategic Alignment, and Business Results. We have further discovered that the most important aspect of a successful company is a strong foundation of people Leading And Working From Inner Wisdom™. When you are "right with yourself" you will most easily move your company to the right side of our model on all six levels of effectiveness (see next page). When you create this type of leadership culture, you will have an ongoing competitive edge, because this business culture will most effectively unleash your people's unique talents and creativity.

A BUSINESS IN BREAKDOWN

A BUSINESS WITH COMPETITIVE ADVANTAGE



Transforming a business in breakdown to a business with sustainable competitive advantage requires a strong foundation of wise leadership at all levels.

You begin with yourself. You begin with acknowledging and owning your own strengths and successful track record. You're already a successful leader, but you want to expand your ability to succeed with a greater sense of wholeness and balance. You want to make a bigger difference without the cost and compromise to what matters most. To make this next transformational leap, you will need to look into your experience of leadership that is wrought with struggle and breakdowns in a new way. As you look more deeply into what is really going on, you will be able to find your own role in problems or discover new opportunities to take positive action. The freedom and power you'll discover through this work is both exhilarating for you and inspiring to others.

As you accelerate your leadership journey, you will strengthen your ability to access the inner wisdom and character values in your heart. This begins with a deep awareness of how you inadvertently lose heart with your most important intentions. It continues with using a personal practice we call remembrance. This practice reconnects your thought process to the highest wisdom in your heart. This wisdom guides you to make the best decisions for every challenge. It culminates with ensuring that your company's mission, strategy, operations, and culture are aligned with your highest intentions.

Once you have personally set the stage for this type of leadership culture, you will more easily be able to unify your core team. Other leaders will emerge who are willing to challenge their own self-imposed limitations and address problems with respectful honesty and blameless self-responsibility. As your key people learn to rise above their fears and the limitations of their own point of view, they will become a unified team that consistently brings the best out of one another. Once this is accomplished, your company will enjoy sustainable success and an ongoing competitive advantage in the marketplace, allowing you the freedom to expand your contribution beyond your own business.

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LionHeart's Principles and Models for Success

Since our founding in 1983, LionHeart Consulting has used our experience with clients and our own personal journeys to learn what works. Over the years, our approach has developed into the two most powerful models we have ever experienced for resolving the challenges we all face as business leaders. Both models, the Inner Wisdom Coaching Model™ and the Unity Building Model™, are built around our five principles for business excellence. We know the answers are locked in the heart of the leader. The principles below explain how we help you unlock your answers.

The Five Principles of Business Excellence

When difficulty occurs, we need to learn to choose a different response. This occurs by developing our awareness, listening to our cues that we are struggling, and learning to trust our own inner wisdom. We break these teachings down into Five Principles of Business Success:

1 Struggle is Unnecessary

Most of our difficulties do not come from what happens, but from the compromised meanings we attach to these events. Difficult situations are unavoidable, but struggling with them is unnecessary. When you face an event for what it is, and experience your feelings about it, you are able to make a conscious choice. You move away from a reaction based on what you believe a situation means for you, toward an action consistent with your highest character values and intentions. This awareness and choice is extremely liberating.

2 Intention is the Key

All of us live from a variety of intentions with every choice we make. Often we are not aware of the predominant intention that is driving our action. To oversimplify it: there are low intentions (“I’ll show him up by asking for his report at the staff meeting when I know he didn’t do it”), medium intentions (“He can’t be counted on but the job has to be completed so I’ll just do it all myself and move on”), and high intentions (“I want to learn to unify our team and bring the best out of him so our collaborative work product gets better while I avoid burnout”). By setting the highest intention for any situation, you align your “compass” to your highest values as the beginning of positive action. This act eliminates the compromises, coping mechanisms, work around strategies, and disempowerment from your work life.

3 Obstacles are the Stepping Stones to Growth

Your obstacles are the catalyst for your personal growth and organizational competitive advantage. They help you bring out your personal strengths and capacity to innovate. Your obstacles show you the places where you are stuck and need additional wisdom. When you use your difficulties to learn, you begin to see a new way of producing results that gives you more energy, time, inner peace, and strength. Facing your challenges—and not avoiding them or explaining them away—is the key to consistent progress.

4 Wisdom is Always Available

You never get more problems than you can handle. It only feels that way when you don't take the time to connect to your inner wisdom and allow your reactions to get the better of you. Your own personal attachments and feelings often blind you to what is needed. When the events of your business life affect you personally, you need to take time to return to your heart's wisdom before making a decision. It's in these moments of personal struggle that you need this time the most. Taking time to return to your heart clears whatever obstacles are in the way of seeing the situation clearly, and leads you to take inspired action. We teach you how to use a personal practice of reflection or remembrance to reach the deepest truth in your heart about what is needed in any situation.

5 Loving Your Work Creates Real Quality and Value

The first four principles combine to create an environment of creativity that makes loving your work natural. It feels good to overcome obstacles and achieve your highest intentions while staying true to your values. When you lead from your heart and include people in resolving your toughest challenges, your employees will respect their leaders, love their work, and feel like worthwhile contributors. These feelings transfer to your product or service and ultimately, the customer feels the difference.

When you consistently employ these principles to work through your business breakdowns and unify your team, you will create a competitive advantage that allows your business to flourish. Once this foundation is in place, you will naturally want to turn your attention to the larger leadership issues that face humanity. **This is the work of a real leader: to create a legacy of contribution that leaves your corner of the world better off than you found it.**

These principles likely sound simple enough, and perhaps, are not new to you. We have found that they are easy to understand but take a lifetime to truly master. But mastery is indeed possible, especially when we routinely apply them to our own problems. This real example, will give you an idea of the depth of what's possible when you truly embrace this leadership journey.

A highly regarded CEO of a healthcare organization was wrestling with his anxiety over a common dilemma. He knew he had many opportunities to engage the national power structure and influence his industry at the policy level. He consistently found himself, however, focused on the more comfortable academic work that he found very satisfying. During a coaching session he realized he was angry at himself for being forever consumed in work that would never help him fulfill his organizational mission. Instead of struggling with his dilemma he chose to face reality: he was leading from a long term pattern of avoiding the discomfort of engaging people with more perceived prestige and power—and he was frustrated. We then quickly found his highest intention that had been inspiring his career for three decades: to transform the field of healthcare. The obstacle was obvious: his anxiety with engaging the people who were in power.

The key to our work, however, involves helping leaders identify the limiting belief that is at the core of their struggle. In this case, the CEO discovered that deep down he believed that if he approached the industry leaders he perceived as having elitist cold hearts, he would “have to allow the power structure to overshadow his values and the truth of his mission.” When he practiced remembrance for a couple of minutes he found the inner wisdom in his heart that cleared away his fear of losing his values. He knew deeply that even the coldest looking bureaucrat could not inhibit his passion for contribution to the industry. He also knew that if he really had a mission built around truth and service to humanity that it would prevail over anything that was inconsistent with what was best for everyone. In an instant he felt free from worry and empowered to delegate what he had been preoccupied with—so he could pursue what his heart had been calling him to do.

As it often does, his external reality began to noticeably shift once he addressed the internal hesitation that had been holding him back. Within four months one of his core team members who had not been in complete alignment with his mission voluntarily left the organization. Additionally, he was invited to contribute to policy conversations

at the highest level. A new key person committed to joining the organization to relieve him of some of his former responsibilities. And most importantly, he realized that he already had all of the opportunities he needed to do the work he had been meant to do. Instead of avoiding the power issues and trying to make happen what wasn't happening, he enthusiastically embraced the opportunities that were waiting for him. In short, he rediscovered how much he loved his work and he began to passionately pursue his mission with renewed vigor.

Your larger question, however, is how can you make these types of breakthroughs commonplace in your company. LionHeart offers a personal coaching model and team oriented unity building model that synergistically support the creation of a 21st century business with a sustainable competitive advantage (as described in section 4).

LionHeart's Two Models for Success

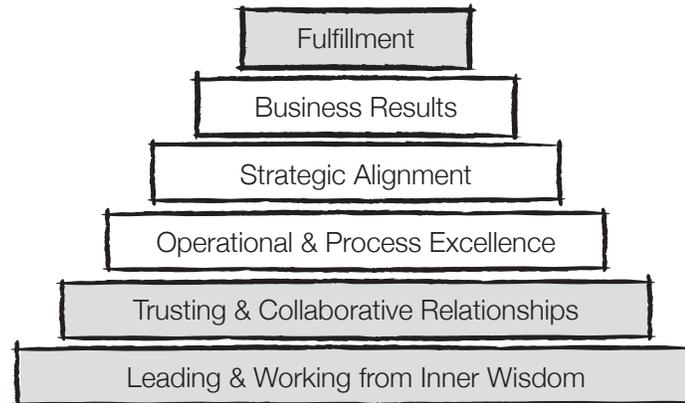
LionHeart's unique offer centers around two models that offer a transformational experience that frees people from their self-imposed limitations. Instead of the isolation and separation that comes with leading from our egos, we support people to discover the power of leading from the wisdom in their hearts. When you use these two models in concert with one another, your organizational culture will consistently move from the left hand side of our 21st century model—a business in breakdown—to the right hand side—a business with competitive advantage.

"After 20+ years as a business manager, it's clear to me that our greatest competitive advantage is the flexibility and creativity that comes from effective communications. LionHeart's work breaks through log-jams of negativity, and enables people to communicate honestly and effectively. The better we communicate, the better our products and services, the happier our clients, and the more successful our company."

Doug Verigin, COO
Market Decisions Corporation

LionHeart's Unique Approach

21st Century Business Model



Adding the building blocks to the traditional business conversation, allows you to create a sustainable organization that can fulfill all of your intentions.

Inner Wisdom Model

1. Upsetting Situation
2. Highest Intention
3. Facing the Problem
4. Limiting Belief/Issue
5. Compassionate Acknowledgment
6. Inner Wisdom
7. Inspired Freedom
8. Excellent Action

Unity Building Model

1. Pseudocommunity
2. Chaos
3. Emptying Ego Debris
4. Experience of Unity



The LionHeart Inner Wisdom Model™ is comprised of a series of questions and actions that lead you from an experience of struggling with problems to an experience of loving your work. These steps require personal awareness and discernment but become routine with guidance and practice. We have found that this approach can be assimilated into your work routine in a few days when you truly decide you are ready for real change. And the immediate impact is profound. These questions and steps are:

- 1 **What are the facts of the situation that I am not at peace with?**
- 2 **What is my highest intention consistent with my highest values?**
- 3 **What is bothering me about this situation? What is my problem?**
- 4 **What is my limiting belief or issue that is inhibiting excellent action?**
- 5 **Can I compassionately acknowledge my need for guidance around this issue?**
- 6 **Can I turn inward and discover the wisdom that allows me to move through my issue?**
- 7 **Can I feel inspired freedom replacing the struggle of my limiting belief/issue?**
- 8 **Can I take excellent action consistent with my inner wisdom?**

The premise of this coaching model is not that you are to blame for all of your problems. The premise is that whenever you are stuck, you can find the answers that are always buried like treasures in your heart underneath the limitations of your ego. This is why we say struggle is unnecessary and wisdom is always available. Your expression of real leadership depends on this way of being. As someone who consistently takes this high road, you will inspire, and eventually coach, others to do the same.

The LionHeart Unity Building Model™ is a process of deepening peoples' awareness and progression through four phases of group dynamics. The progression through these four phases is naturally accelerated when people use the Inner Wisdom model to take responsibility for their self-limiting beliefs and base their actions on their highest values. However, this work is most empowering when your team consistently takes time to assess their group's dynamics and intentionally empty themselves of the impediments to unity. It is a simple yet transformational process. The four phases are:

- 1 **Pseudocommunity:** a state of communication dynamics in which differences, disagreements, upsets, and conflicts are hidden or not discussed. People communicate superficially to avoid difficult topics at the expense of addressing their real problems.

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- 2 **Chaos:** a state of communication dynamics in which differences, disagreements, upsets, and conflicts are out in the open in an unconstructive way. Instead of resolving problems, people blame one another and want others to change so they fit their idea of who they should be.
 - 3 **Emptiness:** a state of communication dynamics in which people have self awareness, accept personal responsibility, and let go of their own barriers to being with others. People focus on letting go of their “ego-debris”—judgments, biases, prejudices, expectations, ideology, and solutions that are interfering with listening to and working with others.
 4. **Unity:** a state of communication dynamics in which people accept and transcend the limitations of their egos and self-created realities so that they experience sufficient harmony and collaboration to work well together. People focus on resolving their most important problems and fulfilling their most meaningful opportunities. They communicate with respectful honesty that is built on blameless self-responsibility and inner wisdom.

The Inner Wisdom Model™ and Unity Building Model™ work synergistically with one another. The more you have people rising above their own self-imposed limitations, the easier it will be to have your core team work in unity. And the more you guide your core team into a state of unity, the more each person can let go of their own limiting point of view. Together, implementing these two models will help you create a strong foundation for the more traditional aspects of a successful business: operational and process excellence, strategic alignment, and your necessary business results. And success on all of these dimensions will provide you with your real bottom line: feeling fulfilled from creating a legacy of contribution.

6

Our Leadership Imperative

We care about this leadership journey so passionately for one reason: businesses and organizations are struggling and/or doing damage to society due to a lack of wise leadership. We believe it is imperative that we learn a new way:

- *It is imperative we solve our societal problems and learn to co-exist in peace and global prosperity. Enlightened business leaders have much to offer in creating a world economy that serves everyone's needs.*
- *For business leaders to step forward and address our larger issues, we must create sustainable organizations that exemplify excellence. You will then have the resources and freedom to make your full contribution.*
- *To create a profitable and sustainable organization that adds real value to society, you need to attract a core team of talented professionals. They must share your intentions and be willing to walk through every challenge with you in service to the vision.*
- *To attract and develop a high performing team of talented people requires the wisdom that exists in your heart. If you intend to contribute at the highest level, you must open your heart to your deepest values and discover your most inspiring vision.*

This is a daunting journey and not always an easy one. No one has all of the answers for the responsibility of offering real leadership. However, we have found methodologies that work. We invite you to begin a new chapter in your journey. To do complete justice to your leadership assignment, we ask you to more powerfully commit to a legacy of service and contribution. We invite you to open yourself up to a fresh approach. Perhaps we will touch a dozen people in a way that inspires excellence. Perhaps it will be a hundred... or even thousands. At some point there is a tipping point—and the world is better for our efforts. And of course, our personal satisfaction in the journey itself is reward enough.

7

Don't Wait to Develop Your Competitive Advantage

Many of us wait a long time, sometimes our whole lives, for the “right time” to pursue the changes our hearts have been yearning for. At LionHeart we know that if we had continued to wait for just the right circumstances, for the perfect time, we would never have begun. We would never have taken the leap of faith and found the courage we needed to look inside and face the obstacles that held us back. We want you to experience that freedom and sense of fulfillment that only comes with a deep commitment to what really matters. If you look deeply into your own heart, we trust that you will discover that there really is no other choice that makes sense.

If you know you are ready, but not sure how to start, we have a variety of ways we work with people:

- *One Day Introductory Workshops*
- *Executive Coaching*
- *Yearlong Leadership Programs*
- *Four Day Leadership Retreats*
- *Accelerated Performance Programs*
- *Strategic Planning Facilitation*
- *Team Development*
- *Culture Change Initiatives*
- *Performance Improvement Initiatives*

If you are interested in renegotiating your relationship to leadership, please allow us to show you how you can bring these principles to life as they relate to your unique situation. We understand that your next breakthrough is what you really want to talk about!

"To say that my experience in the LionHeart program was life changing seems like an understatement. Through their leadership coaching, I learned to let go of my fears of change and see my true desires. I learned not to compromise my current desires and values for a vision of the future, and I have seen the amazing results in a more inspired career and more meaningful, productive business interactions."

Jason Buch
Green Building Council of South Africa

Please contact us in Oregon at 503.632.8572 or visit our website at www.lionhrt.com for a variety of articles and valuable resources.