



Bridges Newsletter

from Meridian Coaching & Consulting

Building Bridges to Success
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Perception

A recent Gallop poll found that Business Executives, Members of Congress and Stockbrokers - were rated only slightly higher than car salespeople in terms of their perceived honesty and ethical standards.

How are your leaders doing?

New Year Greetings!

In Western Society we idolize our superheroes, Warren Buffett, Superman or Michael Jordan. We have an ideological connection to power being invested in an individual. In one way it gives each of us permission to be our best selves; but in difficult times, we want the Hero Leader to take control and lead us to safety.

What we give up in exchange, is the faith in our own ability to help ourselves. Before he died, Studs Turkel, said about his own experience in the Great Depression of the 1930's, "Don't lose hope and don't blame yourself." Be your own hero, stand together and always have hope.

Great Expectations

"Scientists used to believe that humans responded to information flowing into the brain from the outside world. But today, they're learning instead that we respond to what the brain, on the basis of previous experience, expects to happen next." Jack Canfield

Leadership is not bestowed by a title. Leaders emerge by bringing people together, by creating commitment to a shared purpose and by managing expectations.

It's paramount for leaders to manage expectations for sustaining a high level of engagement and commitment in these turbulent times. "Expectancy Theory" as proposed by Victor Vroom,

says that employees will be highly motivated when they believe:

1. Putting in greater effort will yield better results.
2. Better results will deliver organizational rewards, and
3. These rewards are valued by the person receiving them

In practical terms, if previous "initiatives" haven't delivered, new initiatives will be met with cynicism and apathy. Poor experiences set low expectations or even negative ones. If your people are responsible for creating a positive future for the organization, then invite them to engage and participate in generating it!

Leadership is the ability to hold the vision and make sure theirs is a culture where the experience matches the expectations.

Are your employees' experiences, matching expectations? If not, let Meridian help, [click here](#) or call us at (925) 258-0304.

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## News/Events

### **Coaching-On-Call:**

Reach out when you need an objective and knowledgeable sounding board

### **Seminars:**

#### **Thrive in Turbulent Times**

Step forward, live your life with hope, resilience and abundance

**Crucial Conversations** *Dealing With People Under Difficult Circumstances*

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Coaching Testimonial

"We would all like to believe in our ability to resolve issues and handle difficult situations by ourselves, but my Coach was instrumental in helping me make significant improvement in my leadership abilities".

Alyson Harrold, Marketing VP

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## Formula For Success

Regardless of your role at work, there is a formula that will ensure your success. It is based upon the principle that directed energy creates the outcome you desire - like produces like effects:

1. Your attitude is the control center of your life. Focus on success because you lean towards what you think about.

2. Reinforce a successful environment by associating with people who foster your well-being and share your values.
3. Engage in work that uses your strengths and gives you joy.

Your actions and attitude will also influence others. Buddhists have a concept called "dependent co-arising." By creating directed energy in your life, it is shared with others, and is reinforced because everything is interdependent and mutually conditioning.

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## **Modeling Hope, Resilience and Abundance**

*"When the dot-com bubble burst, I told our company that we were going to invest our way through the downturn, we weren't going to lay off people that we'd taken a tremendous amount of effort to get into Apple in the first place. And we're going to keep funding, so that we would be ahead of our competitors when the downturn was over. And that's what we did. And that's exactly what we'll do this time."*

**Steve Jobs, Apple**

Have a prosperous and abundant New Year!

Warm Regards,  
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