

How to "Navigate" Your Organization

January 18, 2021

- Next Mannatech Event: January 23rd... 2021 Kickoff Event:
<https://events.mannatech.com/event/mannatech-2021-kick-off-event/>
- Weekly Product and Business Meeting – 1st Saturday is live at 10 AM CT.
<https://zoom.us/j/215452258> or www.allaboutmannatech.com: the others are prerecorded links that are text to you by 10 AM CT on Saturdays.
- Next TNL, January 26th at 7:30 Pm CT www.allaboutmannatech.com
- Order Merri-jo's Book: "The Impossible Place" <https://www.mannatrain.net/order-materials.html>
- This week's Product Focus: ImmunoStart

Articles: "Key to finding Success: Start Moving" Eric Beschinski; "8 Characteristics of Great Leadership" Antoinette Beauchamp

1. Are you moving?
 - a. Story: Driving a car with no power steering. She was trying to turn the stationary wheels by brute force to aim where she wanted to go. *"If that ever happens again, start moving and then turn the wheel. It's much easier to turn if you are already moving."*
 - b. Think of your organization as a ship on the water. To effectively navigate your ship, **YOU** need to know where you want it to go, and **YOU** must put it in motion. If either component is missing, you will be "dead in the water" or wandering the vast seas aimlessly. Those are not sustainable business practices.
 - 1) Without strategy, the destination is unknown.
 - 2) Without motion, there is no ability to steer.
2. Strategy or planning should have been done before January 1. December was our planning month, so what actions are you taking daily? If you missed it, do it now!
 - a. First, "NOW" is much better than "later" and infinitely better than "never." The life of your business organization depends on effective planning. Would you ever embark on a voyage as the ship's captain without charting your course on a map and ensuring you have all the tools needed to make course corrections along the way?
 - b. There are all kinds of resources, tools, methodologies, to help you chart a course to reach your goals. Choose them and adjust as you go...as failure to take action is a choice to fail.
 - c. As always, you need to know and operate out of your "why" so that you can reach your "ideal destination." Whatever path you choose it should help you clarify your purpose and vision along with a well- thought-out path to get there.
 - c. Strategy without motion is merely wasted ink on paper. Motion without strategy and a plan is equally ineffective.

3. Once you are in motion, you can steer anywhere. That is the beauty and freedom of organizational movement. You choose your own adventure. Even if you need to turn around and head in the opposite direction, begin to move.

a. One of the reasons I like the ship analogy so much for business is that ships only move "forward." The only way to turn around is to move forward and navigate. "It's OK to get stuck once in a while. But don't stay stuck."

b. Also, voyages come with obstacles. There are winds and waves, reefs and ice bergs. Without strategy and motion, your ship will be blown around by the winds in life and tossed about by the waves. Worse yet, without a navigable strategy, your ship could be broken apart by a reef or an ice berg. You are at the mercy of circumstances. Planning helps to mitigate these risks.

1) For your organization this might involve projecting the seasonality of customer purchases, new marketing strategies either field or corporate driven, anticipating trends in the economy, etc.

c. Motion provides control, allowing you to steer your business, realign the structure, work with new products and new approaches. Even as the unforeseen happens, motion provides momentum and the agility to pivot. These will help you face issues like a global pandemic, loss of customers or associates, whatever. Control what you can but react well to the things you cannot.

d. Strategic planning is stationary, but navigation is a strategy in motion. Chart your course. Launch your "ship." Then navigate your organization to wherever you've always wanted it to go.

1) Who are your "shipmates"? What is their commitment to the "ship?" Have you collected the Goals of your shipmates?

4. Below is your 8-step guide to Empowered Leadership when you're ready to ignite, expand, and inspire.

a. *Acknowledge and validate.* We each have the power to help people feel seen and heard, and, as a leader, it's your responsibility to use that power for good. If you find yourself in a challenging situation with someone, try normalizing their behavior or consciously put yourself in their shoes. Effective communication isn't just about speaking clearly; **it's about listening.**

b. *Share inspiration and ideas.* As you continue to teach yourself new things and discover Mannatech inspirational material, share it with your community! If you see your energy amplified by something you've read or watched, distribute it to your people so that they, too, could increase their energy. This could be anything from inspirational messages to thought-provoking articles to fascinating podcasts.

c. *Encourage a change of focus.* If you notice a team member is stuck or lacking motivation, encourage them to take a break and move mindfully. Resist promoting the "push through" and "hustle more" culture and, instead, allow people to reset when they can't focus. By changing their physiology (i.e., moving their bodies by going for a walk, stretching, etc.), they'll have a greater ability to shift their focus from negativity or a limiting perspective to something solutions-oriented and forward-moving. A change of focus through movement can be significant for increasing energy, and it's also good for your team's emotional, physical, and mental wellbeing.

d. *Teach curiosity and reward expression.* Teach your team how to be as curious as you are about new ideas, perspectives, and tools. Step into the joy of expression as often as you can and open the door for your team to do the same. Energize your team by encouraging them to "think outside of the box", explore new outlets, and unbox their creativity. Reward expression by asking more questions. Ask your team what their ideas and interpretations are, and then really listen to what they have to say with full openness and objectivity.

e. *Incite openness in closed spaces* You may find yourself in a situation where you feel a team member has a closed mind. If you do, try asking them, "*what's another way to think about this/see this?*" This is one of my favorite questions when I notice someone is stuck in a thought pattern that keeps them boxed into a low-energy pattern or emotion. People get stuck in situations easily. You can use empowering, open-ended inquiries to get your team to see a different perspective and open their minds (without you doing it for them). Trust that they have all the power in their hands to expand but do your part in empowering them to find it within themselves to be open.

f. *Cheerlead and motivate.* When you see someone succeed or on the verge of succeeding, celebrate them! Each step of achieving any advancement as well as sign-ups deserves acknowledgment. By sharing observations of people's strengths, you are helping them build awareness and increase their confidence. The more you discover what people are good at and communicate that directly to them, the more they will embrace their strengths and fully leverage their talents. Also, consider asking team members how you can support them in developing their skills and offering new ways to utilize their powers when you notice opportunities.

g. *Identify and represent values.* Go back to the root, the purpose, and the meaning behind what you do. Ensure that your company values and the values you hold as a team align. From there, represent these values in all that you do, from the way you answer emails to how you hold meetings to the way you speak to clients. Check-in with yourself often, especially in times of change or uncertainty, to consider whether the way you're approaching a situation is in line with your values. Identifying and representing your values is a great tool to increase energy because it's continually amplifying your "why."

h. *Elevate them further.* As a leader, part of your job is helping people improve themselves and improve their work. Don't just sit on the sidelines and expect your team to do this on their own...elevate them and push them forward! For example, saying something like, "*This was amazing. These are a couple of ways you could have possibly talked with them (handled them) as well,*" is hugely helpful. By offering direct and honest feedback to your people with compassion, you help inspire their growth. Plus, all feedback is a learning opportunity. This also means, if someone comes to you with feedback, be open to receiving and elevating from it too. Lastly, always see expansion for your team. See big for everyone and keep leading them to grow. Most of all and above all else, always encourage yourself and others to keep dreaming large.