



Sparks of Inspiration

Hi Reader

Do you know your Why? I have wrestled with this question ever since Simon Sinek broke through with his books about Why ("Start With Why," "Find Your Why"). As people often say, it is simple but not easy. I have been spending some time recently with Simon's team to get a better understanding and see if I could get some clarity. They did not let me down.

As with many things in my life, I had to take it to the next level, so I took the time to refine my Why, I also uncovered my How's, and something that Simon calls a 'Just Cause.' A Just Cause is a specific vision of a future state that does not yet exist; a future state so appealing that people are willing to make sacrifices in order to help advance towards that vision.

So, I thought I would take this opportunity to share it so I can enlist your support and accountability to my cause!

My Just Cause: *I believe in a world where unfulfilled potential and burnout are things of the past. In this emerging ideal world, everyone comes to work feeling inspired, fully energized, and driven by their purpose.*

My WHY: *I unleash people to live fully so we can die empty; I want everyone's voice to be heard*

My HOWs: *1. Embrace discomfort; 2. Create a win-win-win; 3. Improve human connection; 4. Expand vision, narrow focus; 5. Stay inspired*

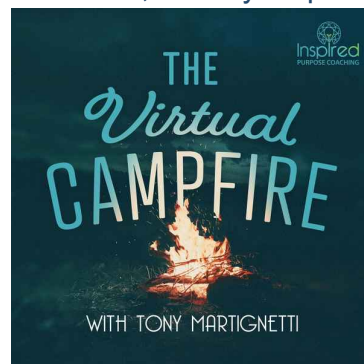
I hope that by putting this out into the world, it pulls it one step closer to reality. I also hope that I can inspire you to think about your Just Cause and your Why. If you need help, feel free to reach out.

Stay safe and healthy!

The Virtual Campfire

I am so excited to be launching my new podcast, The Virtual Campfire! It has been a fantastic journey so far! On the podcast, I share powerful lessons learned from leaders in their transformation journey. We will uncover their tales of transformation, the tiny steps that led to the big leaps.

Why the campfire? The campfire was the earliest form of community. For generations, it was used to build trust, share knowledge, and inspire others. That is why it is time for us to sit by the virtual fire and have a powerful conversation. Check it out [here](#) and subscribe wherever you listen to podcasts.



Freedom In Pandemic Times

This time of year has me thinking about freedom. With the pandemic and the Black Lives Matter movement, I have been challenging my view of what it means to be free.

What is freedom, really? Freedom is the power or right to act, speak, or think as one wants without hindrance or restraint. Based on this definition, I can think of so many examples of freedoms that are taken away from us on a daily basis. From the most basic freedom of a black man in fear of racial profiling to a woman speaking up over domestic abuse to office employees speaking up in fear of losing their job or chance at a promotion. This is what has me think about what role I will play. As Martin Luther King Jr. said, "No one is free until we are all free." I have committed to help where I can to change the tide. I have taken two initial steps on this path:

- I have become aware of my own biases. It is normal and natural to have them; we are all biased. No two people see the world the same way, we each view it through the lens of our own experiences, values, and viewpoints.
- I have educated myself by reading books and talking to people. Here are a few books that I recommend: ["White Fragility: Why It's So Hard for White People to Talk About Racism"](#) by Robin DiAngelo and ["How to Be an Antiracist"](#) by Ibram X. Kendi

"Life, Liberty and the pursuit of Happiness" is a well-known phrase in the United States Declaration of Independence. These are inalienable rights which the Declaration says have been given to all humans by their creator, and which governments are created to protect. We need to own our part to ensure that everyone, including ourselves, are free.

Book Recommendation

The Fearless Organization: Creating Psychological Safety in the Workplace – Amy C. Edmondson

Success requires a continuous influx of new ideas, new challenges, and critical thinking, and the interpersonal environment to allow people to feel safe to speak up without fear of repercussions. Leadership expert Amy Edmondson defines a fearless organization as one in which people feel psychologically safe – being protected from ridicule or penalties when they share their ideas, feedback, and constructive criticisms. When this happens, firms benefit from better ideas, more risk-taking, increased learning, and fewer disastrous decisions. There are only a few firms that truly exhibit fearlessness.

Leaders' conscious and subconscious behaviors, actions, and words often suppress alternative views. Employees at times will hold back from sharing ideas and opinions for fear of looking foolish, offending others, damaging relationships, or losing their jobs. Edmondson provides some powerful insights that explore the link between psychological safety and high performance and how to create a culture where it is "safe" to express ideas, ask questions, and admit mistakes.

- Psychological safety is not about being nice; it is about engaging in productive conflict and choosing to be respectfully candid over staying silent and safe.
- Teams with psychological safety learn more, innovate more, and produce better results than other teams, an important distinction, especially in today's age of information, collaboration, and complexity.

Last year, I spent some time immersing myself in Amy's work, and I became a certified Psychological Safety coach using her framework. The first step in the process is identifying the level of psychological safety on your team through an assessment process. Once we can see where your challenges are, then we can work together to design a path forward.

Check out the Book Here

the
fearless
organization

Creating **Psychological Safety** in the
Workplace for Learning,
Innovation, and Growth

Amy C. Edmondson
HARVARD BUSINESS SCHOOL

WILEY



Quotes and Questions

Every month, I like to leave you with some quotes I'm pondering and questions that will keep you thinking:

"So many of our dreams at first seem impossible, then they seem improbable, and then, when we summon the will, they soon become inevitable" – Christopher Reeve

"The world breaks everyone, and afterward many are strong at the broken places" – Ernest Hemingway

Questions to Journal About:

- How are you showing up in your life? Are you the author or the reporter of your day?
 - What's the #1 block to your success right now?
 - What do you stand for? Who are you fighting for?
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Ways to Work with Me

You want to make a more meaningful impact. You want to feel more fulfilled, personally, and professionally.

In our work together and following the Inspired Purpose proprietary process, leaders like you can connect with your true purpose and make a positive impact on yourself and the world around you. I see you, I connect with you, and through honest conversations, I can help you increase your impact and find more fulfillment. Here are the different programs to fit your needs:

Transformational Life and Leadership Coaching (1:1)

- You know there is more to life than what you are currently experiencing. You know you could be playing a bigger game! If you are longing for a life that's more inspired, courageous, and fulfilling, then [email me](#) so we can explore what is possible through a complimentary [Inspiration Session](#).

Group Coaching & Mentoring Program

- Are you looking for a magical combination of coaching and community? Join me and a group of like-minded leaders to experience transformation while forming strong connections with each other to have a game-changing impact in the world. [Email me](#) if this sparks your interest.

Team Coaching & Inspired Strategy Session

- You are a progressive leader who wants to do the deep work of defining and developing an inspired organization and the leadership culture required to make it

happen. You are committed to developing courageous and inspired leaders, at all levels. If this is what you are looking for, then [email me](#) and let's schedule an Inspired Strategy Session to map out a vision for your inspired workplace.

Speaking at Events

- Need an inspiring speaker for your conference or corporate event?
- My signature talk is "The Inspired Workplace": The inspired workplace is characterized by inspired leaders who connect with people at all levels, a bold mission, optimized talent, and high performing teams who can navigate through challenges.

[Email me](#), and let's talk about how the lessons of Inspired Leadership can transform your audience.



Navigating leaders through change. Inspiration through honest conversation.

I'd love to hear from you!

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