



The Audacity to Lead in Uncertainty (in this autumn)

Dear Leaders and Managers,

Do you sometimes have the feeling of living an endless day, of being won over by weariness because your energy is crumbling? Do you sometimes have the impression that your batteries are flat and that each achievement mobilizes colossal efforts? Do you feel the external pressure increasing as the deadlines approach? All eyes are on you and your every move is scrutinized. And yet, it is likely that at the same time you feel disoriented and lost in an internal whirlwind. Then, you decide not to show anything, carry on and hold on by adding pressure upon yourself.

The uncertainty in which we have been immersed for more than 18 months is, in its own way, a challenge that has pushed leaders to reinvent themselves, to develop new leadership qualities, to innovate and to adopt a more strategic management. No one has been spared in their decision-making, organization, values and relationships. In these moments, procrastination and self-sabotage take precedence over your most important decisions, and with great impatience you hope this additional time can enlighten you. Unfortunately, the answers are not there, and you begin to doubt your abilities to do, say and guide. The impostor syndrome comes back to tease you and weaken your self-confidence and faith in your project. Fears of rejection, failure and success are increasing and start to fog your thoughts. How will your decisions be received, as well as your innovations and / or proposals, since all the classic benchmarks have been turned upside down?

The future of your business is built in the present. As Leaders and Managers, you create new paths and offer innovative ways of doing things daily to deal with this chaotic feeling. What if you stopped tying knots in your brain? What if it was precisely the time to take the opposite step by taking matters into your own hands differently? It is often in these moments of "internal storm" that we are solicited by our customers. Either because they have asked for help from a peer, or because they tell themselves that they need to get out of this complex situation.

Several tools exist. This year, the most popular one is the Hogan inventory. It is a series of 3 tests that assess your personality through the prism of your leadership, your ability to manage your emotions, your communication style and reveals your driving values. It creates a self-portrait when you are using your whole being dealing with tensions or extreme annoyances, and help you to understand how collaborations or decisions can offend your values and lead you to dissociate yourself from a group or a decision. Once the results of the inventory are ready, we start an operational coaching that leads you to work on your current objectives (taking up your position, hierarchical evolution, strengthening your natural leadership, changing your position as a project manager, speaking out with a high impact...).

At the end of this guidance, you will see more clearly because you will be more aware of the contexts, personalities and interactions that make you "derail". You will know how to react differently and initiate ways of being more consistent with your vision, your emotions, and your desires. Your individual and collective evolution strategies are more operational and clear. You are more able to embody your vision and share your key messages, your self-leadership increases and your impact too. This is certainly a bold solution to meet the challenges of this autumn.