

DID YOU DO WHAT YOU SAID YOU WOULD DO?

By Marilyn Thiet

I love this time of year. Besides all of the good cheer surrounding the holidays, it is always a time of year for reflection. Reflection upon the year that is winding down, and reflection upon the year of new possibilities in front of us. As many of you know from reading my past blogs, I am a big believer in taking time to reflect, to look in the mirror and to think about what you are doing and who you are, both to yourself and to those you lead.

As we reflect upon the past year, it is a time to face the truth. Did we do what we said we were going to do? Usually if the answer to that is no, we begin the justification through excuses. Lack of time, other demands, unexpected events and pressures seem to be the excuses year after year for not accomplishing all we wanted to accomplish or do the things we said we would do. Perhaps this year instead of using justification via excuse we should instead spend time focusing on the consequences of not doing what we said we would do. Who is impacted and bears the burden of those consequences? You? Those you lead? Your family? Is the consequence worth the repeated justification of the excuse again this year?

This past week I've held several year-end calls with many of the executives I coach. On each call we've taken the time to review what we set as goals last January, and what has resulted in the work you've done. It was such a joy to listen to all that you have accomplished this year. The strides you made in becoming a better leader, the time you took to listen to your teams, to provide coaching, to focus on each individual you lead versus yourself or the organization, the time you have dedicated to improving your leadership. The consequences of your positive actions will impact those you lead for a lifetime. But what impressed me even more than all that was accomplished is that fact that those of you who did not do all you said you were going to do accept the responsibility. You acknowledge the lack of action, do not use excuses for justification, and have made a pledge to use the new year as the time to move forward and do what you said you were going to do. I can't wait to see what great possibilities exist for all of you in the new year and the consequences of your leadership in the lifetime ahead.