



# TRANSFORM IN 2020

**JESÚS DE LA GARZA, FOUNDER, MONARCH LEADERS**

**BEING A LEADER**, you have the ability and aspiration to guide your team to achieve a common goal, but it can sometimes be challenging. These challenges can impact every facet of your business from having disengaged employees to inefficiencies and internal conflicts to not meeting sales goals. The key is to align your leadership style with your team to inspire growth and maximize potential.

## HERE ARE SOME TOOLS YOU CAN USE TO TRANSFORM IN 2020:

### **KNOW YOUR BLIND SPOTS AND HOW TO APPROACH THEM** ▶ <https://bit.ly/38nktHs>

- We are designed to have blind spots, which are the biggest opportunities to increase the level of conscience. Blind spots not only impact the leader, but they also affect the entire team. When approaching the blind window, here are 5 aspects to look for:
  - Action vs. Values
  - Disproportion/Disparity
  - Unrealism
  - Repetition
  - Assumption

### **BUILD TRUST WITHIN YOUR TEAM WITH JOHARI WINDOWS** ▶ <https://bit.ly/2E44j87>

- Building good working relationships is a common goal within an organization. The two elements that can't be overstated are having honest conversations with the team and gaining the ability to build trust. By utilizing the Johari Window approach, you can strengthen and increase your team's level of conscience and avoid challenges for you and your team's blind spots in the future.

### **GAIN CLARITY WITH YOUR TEAM** ▶ <https://bit.ly/2E7dvbA>

- The term entitativity is the consideration of something as a pure entity. Entitativity can measure an individual's willingness to blend in with the team to help achieve their goals and it's easier to do so when the values, direction, and leadership are clear.

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**GET YOUR TEAM ON THE PATH TO HIGH PERFORMANCE** ▶ <https://bit.ly/2qEHd4F>

- The goal of the Tuckman Leadership tool is to identify the stage of development that your team is currently in and use strategies to guide them to the next stage in the formation process.

**BUILD RELATIONSHIPS WITH YOUR TEAM** ▶ <https://bit.ly/2t5vAVm>

- Empathy can be used to build relationships with your team. It is the ability to experience and relate to others. It's hard to overestimate just how important empathy is in creating and leading a successful business. Utilizing the Empathy Model can help build the rapport, trust, and relationships that fuel team success.

**INCREASE TEAM ENGAGEMENT AND PRODUCTIVITY WITH THE FLOW MODEL** ▶ <https://bit.ly/38mYdO5>

- Are you in Flow with your team? Flow is a mental state in which an individual performing an activity is fully immersed in a feeling of energized focus, full involvement, and enjoyment. The key is to go just beyond your comfort level and by using the Flow Model, you can increase your team's engagement and productivity.

**IDENTIFY WHAT IS WORKING AND WHAT IS NOT** ▶ <https://bit.ly/347H5IJ>

- The Stop, Start And Continue assessment can provide you feedback on how everyone is working together and what they can do to improve. The assessment is a tool used in strategic planning. By having your team tell you 2-3 things you need to stop doing, start doing, and continue doing, it can identify what is working and what is not.

**CHECKLIST**

- Call: 956.530.0907
- Email: [Jesus@monarchleaders.com](mailto:Jesus@monarchleaders.com)
- Visit: [monarchleaders.com](http://monarchleaders.com)
- Set up a Workshop



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