

## **Striving for Extraordinary**

It seems that so many leaders today are just trying to keep up or keep it all together. The mood for many seems to be one of frustration, fatigue or complacency. This is totally understandable when many organizations are focusing on retracting, surviving or maintaining the status quo. Some would ask, “When things look bleak or people are feeling down, how can Extraordinary be a goal?”

We believe the future of so many organizations is dependent on the energy and creativity of its leaders.

We believe the days of one leader at the top making it all happen are gone!

It has been over four years since we launched **The Extraordinary Leader Program**. Our goal was to support the professionalism and security of CMAA members. Our plan was to give them an environment that supported them in differentiating themselves as leaders and gave them the opportunity to expose their leaders who might not normally have the opportunity to travel for training, to an exploration of Extraordinary Leadership. We hope you will consider this program for your personal development and the development of your team.

Here are some of the things we have learned over the past four years.

### **It is getting easier to be Extraordinary!**

In a time in history when we as a society seem to be fixated on the worst of people’s behavior it can seem that just living a normal life is exceptional. We seem to be buying into the messages from advertisers and the media that if we are not doing or buying what everyone else is doing or buying there must be something wrong with us. When the participants of our program decide to bring Extraordinary into their lives and their organizations, it is fun to watch what happens.

### **It is hard to be Extraordinary when we are in the habit of tolerating!**

The truth is we tolerate things. We put up with things that we wouldn’t choose to ordinarily, and yet we may think the price for not tolerating them will be higher than the price of just putting up with them. We tolerate things like a tear in the carpet, a squeaking cupboard door, a person that treats us with disrespect, an employee who doesn’t buy in or a way of thinking that others have convinced us is right, but goes against what we believe. After a while those tolerations become invisible to us. We get used to them and become complacent. This is an enemy of Extraordinary!

### **The organizations who embrace Extraordinary have a leader who expects Extraordinary!**

Extraordinary Leaders drive Extraordinary! When the leader is focused on it the team is interested and engaged in the journey. When the leader loses interest the energy dissipates. We have created an environment where the focus can be inspired and maintained throughout the weeks and months of the year.

### **There are many ways to learn!**

As trainers, Extraordinary Leaders need to know that there are many ways to learn and there is not one way to train and develop the leaders and team they work with. Some people learn visually, some are auditory learners, others are experiential learners. Some people learn by direct instruction and others just need the inspiration that comes from hearing how others experienced success. Some learn from mentoring, coaching or teaching others. Some learn from the spaced repetition of being able to hear a message more than once and in various forms. In the Extraordinary Leader Program we have employed all of these methods to help people learn and change their thinking.

### **Extraordinary Leaders are not intimidated by Extraordinary Leaders below them!**

The Extraordinary Leader Program is designed to bring a team together and develop the leadership abilities of the leader that support the club manager. When we developed it we believed that some club managers lose their jobs because they are not being supported by people who understand how to lead people. We wanted to provide an inexpensive way for club managers to solve that problem. What we know now that we didn't consider then, is the idea that many managers see the development of managers underneath them as a threat to their security. This is the opposite of our intention. Extraordinary Leaders are passionate about giving their people what they need to grow and excel.

### **Extraordinary Leaders lead themselves first!**

The E.L. program is a coaching based leadership program. What this means is that part of every module we do is focused on working on you as a person. As we work on ourselves and improve us as leaders we are in a better position to lead others. The leader who believes that he or she is ok and that it's everyone else that needs to improve would not be interested or willing to participate in this program.

### **Extraordinary Leaders live Extraordinary Lives!**

Extraordinary Leaders teach others not only by what they say, but also by what they do and how they are. Developing leaders are watching the example of how you behave, how you live, how you enjoy life and are deciding whether they want to be like you or be you! We hope you are living an Extraordinary Life.

### **The Extraordinary Leadership Program!**

Shelley and I hope you will take advantage of a complimentary coaching session that is provided to you, as a benefit of your membership in CMAA!

We also hope you will consider giving your team the resource of the Extraordinary Leader Program!

For more information about the program, or assistance in getting started, please contact [jackie@thecoachingdept.com](mailto:jackie@thecoachingdept.com) [kevin@thecoachingdept.co](mailto:kevin@thecoachingdept.co) or [shelley@thecoachingdept.com](mailto:shelley@thecoachingdept.com) or go to [www.thecoachingdept.com](http://www.thecoachingdept.com) and look under the core programs tab.

We are looking for Extraordinary Leaders and those who aspire to be ones!