Welcome to the January Life-changing Leadership Blast! This month's topic is on intention.

What we ask leaders to do is consider what their true intention is when they go into a meeting to meet with an employee around performance, conflict or any other issue they might want to deal with. When we ask leaders to really consider their true intention and we dig really deep, often what we discover is when we ask the question why, why are you going in to meet with the employee, what we discover is that the intention is around, “well my job is to get the best performance from the employee or my boss would be happier, i have deliverables, i have requirements to the organization.”

So when we think in terms of intention, it's about my boss, it's about me and it's about the organization. What if we switched that around, what if the leader said, “I'm going to stand in the employee’s shoes and I want to make this discussion all about the employee? What if my true intention was that I would love to see the employee contribute in a more meaningful way and feel good about that contribution? I would love the employee to love coming to work and really being engaged in what they do. It would be great if the employee could really value their contribution.”

The moment you look at your intention, you get rid of the intentions that are all about you, the leader, and you make your intention about the employee in a positive way, you change the energy you take into that meeting and is it possible that you're going to make that meeting more accessible to the employee, that a more free-flowing conversation could take place?

We encourage you this month to truly consider, what is my real intention here and if it isn't focused on the other person in a way that is meaningful, we would suggest that you consider making a shift and see what kind of results you get! Good luck with it! Monitor your intention this month and don't be afraid to be truly honest with yourself. Thanks!