

ImagineHR Newsletter: LEADERSHIP & GROWTH

CAN YOU IMAGINE A BETTER WORKPLACE?



Special Leadership Edition

Forward Thinking

Forward-thinking leaders possess those exceptional qualities that give them the ability to lead their teams effectively regardless of challenges and setbacks.

These leaders are driven by a clear vision. They are able to see opportunities where others cannot. Being bold enough to take courageous action and calculated risks is what allows them to outperform their competition.

Forward-thinking leaders are goal-oriented and create clear strategies for desired outcomes. They know, however, that ideas don't mean much without execution. These leaders are action-oriented and understand that success happens not by accident, but by design.

Special Leadership Edition

Visionary

Visionary leaders are known for breaking away from what's expected and often taking an unconventional approach. They lead with integrity and enthusiasm in a way that makes others want to follow.

Visionaries draw people to them with a welcoming, warm persona that brings out the best qualities in those around them. They are mentors and supporters, always speaking words of encouragement.

Visionary leaders use the strengths of the team to balance their own weaknesses and give others credit when credit is due. They embrace innovation, creativity and new ideas. They are crystal clear about how the future should look and the steps necessary to get there.

Special Leadership Edition

Growth Mindset

Behind any successful company is a leader with a growth mindset. A mindset is a mental lens that determines how an individual sees and responds to a situation. It can also be described as a disposition, mentality, or a person's world view.

A *growth* mindset is simply a belief that people can continually develop their talents and skills and are not limited by a fixed notion of who they are and what they know. A growth-minded individual believes success is always possible and comes from the relentless willingness to learn and overcome challenges.

One leader might see a situation as a threat or view mistakes as failures, while a growth-minded leader sees potential in every difficult situation.



Remote work is still very much a part of our new reality. It is challenging leaders in ways they never expected. Having to stay connected, supportive and encouraging of their teams "virtually" adds a whole new dynamic. There are no easy solutions but being flexible and willing to adapt go a long way.



THIS MONTH we are focusing on forward-thinking, visionary, and growth-minded leaders in our community.

Kristen McLaughlin, Rob and Sandra Wentz, Jill Windelspecht and Cindy Holzheimer are several leaders who coach and counsel business owners and organizational leaders to reach their full potential – professionally and personally. They epitomize successful leadership and relentlessly work to help others succeed.

We are excited to share information on who they are and what they do. They offer great services that enable their clients to “think strategically” and be intentional about how they plan to fulfill their goals and achieve lifelong success.

The pandemic has been a profound opportunity to reexamine the way we lead and work. With any crisis, we see inspiring examples of how people rise in the face of adversity and still accomplish extraordinary things despite the hurdles in front of them

I began ImagineHR because I recognized the need to start thinking a little differently about how we work and the work environments we create. It was important to me to not only help employers develop legally sound HR policies and practices but also create workplaces where employees feel energized and engaged in their work. My philosophy has been to help clients mitigate against potential employment law risks while maintaining a high level of morale and productivity.

A balanced leadership/management approach seems to be the best approach for today's businesses – balancing the need for consistent, structured policies with the need to be agile and flexible at times. The HR function and the role of management has evolved and, together with the coaches and consultants I'm spotlighting today, we are helping local organizations find that perfect balance between structure and flexibility.



Meet Kristen McLaughlin!



OWNER KM Career Coaching & Consulting

Kristen McLaughlin, MBA, BCC is a leader and expert in her field who helps others succeed and grow through career coaching.

She works with motivated professionals who are at a transition point in their career and want clarity and support to help them reach their career goals. She is passionate about working with clients to uncover their strengths and how best to utilize these in the workplace. Clients from a variety of industries and stages of their career have seen success in working with Kristen.

Kristen's unique experience in working with a variety of companies over the past 10+ years in external partnership roles provides her with an understanding of the challenges facing professionals today.

Born and raised in Cleveland, OH, Kristen earned her Executive Coaching Certificate from Case Western Reserve University and is a Board Certified Coach. She earned business degrees from John Carroll University and Case Western Reserve University.

Kristen is a member of several professional organizations, including the International Coach Federation (ICF) – Cleveland Chapter, the Cleveland Society of Human Resources Management, Women in Networking (WiN) and the National Association of Women Business Owners (NAWBO).

Contact Kristen at kristen@kmcareercoaching.com for more information!

1Direction STRATEGY

Have you determined that your company's revenue is growing but profits are still down? Do you need to create solid business systems to become more efficient, more profitable and take back more of your time? Rob & Sandra Wentz of 1Direction specialize in providing small businesses with the systems, strategies, and discipline they need to support and sustain growth. They help leaders gain clarity of vision and stay on a path to success.

Team Wentz also helps business owners pursue their dreams and build businesses that work without a strong, continuous reliance on the owners themselves. They understand the difficulties and rewards of small business ownership. Rob & Sandra have personally experienced the freedoms and struggles of business ownership and wish to share their learnings in ways that will help you make more money and have a better, more balanced life.



SANDRA WENTZ
*Client Services Manager
Business Development*



ROB WENTZ
*Certified Business Coach
Small Business Strategist*

STOP ASKING "WHAT IF" AND START ACTING!

Now's The Time For Business Owners To Re-Take Control!



*Featuring: Rob Wentz,
Small Business Strategist*

The small business landscape and your business has been **forever** changed. It's time to reignite the fire within and **regain control** of your business.

VIRTUAL PRESENTATION Q&A

WEDNESDAY, OCTOBER 14, 2020 from 12:00-1:15PM

Advanced registration required

[**CLICK HERE TO REGISTER**](#)

Spotlight on Jill Windelspecht, President of Talent Specialists

Growing Potential in Leaders & Organizations

Executive Consultant | Coach | Speaker | Leadership Trainer |
Facilitator | 440-823-1583 | jillwindel@talentspecialists.net

**Sign up today for Live2Lead and Masterminds!*

Potential is unlimited - but like an untapped vein of gold, it needs to be uncovered, recognized, and valued to truly make a difference. Jill works with executives and business owners to reach their potential and help create organizational climates that lead to lifelong prosperity.

Jill brings over 20 years of experience, working in 15 countries in both regional and global organizations including Eaton, Honeywell and FirstEnergy. She leads her own executive consulting organization, Talent Specialists Consulting, and is the Cleveland Chapter President for NAPW (National Association of Professional Women). Experience includes coaching executives, facilitating strategy sessions, succession planning, leadership training & development, speaking, organization design and change management consulting.

She holds a Masters in Organizational Behavior, Executive Masters in Neuroleadership, Bachelors in Psychology, multiple coaching certifications including Weatherhead (Emotional Intelligence), & the Gestalt Institute of Cleveland. Certified Organization Design practitioner, USC CEO & Certified Organization Change Practitioner, Prosci.

Her passion is helping people grow to their fullest potential and she works with executives and business owners across multiple industries in both for profit and non-profit. She is a wife and mother and loves to garden & go 'glamping' during Cleveland's short summer months!



Jill and I have been hosting Workplace Coffee Talk (also known as *from litigation to inspiration!*) for almost two years.

We are thrilled to welcome our newest coffee talk presenter - Cindy Holzheimer, President/CEO of the Northern Ohio Area Chambers of Commerce (NOACC) as we continue to offer our coffee talks virtually. We tackle workplace "hot topics" from a legal, leadership and business perspective.

Here are the slides and recording from last month's Workplace Coffee Talk on *Growth Mindset*.

September Workplace Coffee Talk

Next Up on October 9th: *Live2Lead Event*. See below for more information on this amazing event and the registration link!

November Workplace Coffee Talk: *When Workplaces Run Wild: How to Stop Putting Out Fires, Constructively Resolve Conflict, Mediate Personality Clashes and Cultivate Better Teamwork*. Register here:

November Workplace Coffee Talk

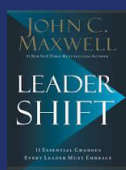


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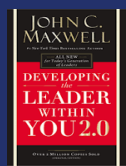
Leadership Masterminds are facilitator led discussions with your peers that will help you grow together as you share best practices, experiences and ideas. You will walk away equipped with new ideas and strategies you can implement in business and life. Each mastermind lasts between 6 to 10 weeks and focuses on a specific area. As a certified coach, speaker and trainer with the John Maxwell team, Jill draws on proven leadership content from John C. Maxwell, the #1 Leadership Guru from Global Gurus Top 30.

[Click here to Watch a video for more information](#)

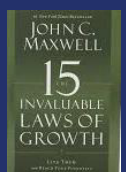
Topics include the following (and many more):



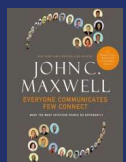
Leadershift: The 11 essential changes to shift your leadership higher. Change is so rapid today that leaders must do much more than stay the course to be successful. Some of the shifts include going from pleasing people to challenging people, changing your focus from maintaining to creating and move from being goal-oriented to growth-oriented.



Developing the Leader Within You 2.0: Foundational principles of leadership including: Influence, Priorities, Character, Creating Positive Change, Problem Solving, Attitude, Serving People, Vision, Self-Discipline and Personal Growth. You will learn how to develop in each of these areas so that you can lead yourself, your team and your organization successfully.



The 15 Invaluable Laws of Growth: There are tried and true principals that are certain to help a person grow and reach their full potential. A few of the key laws covered are: The Law of Intentionality – Growth doesn't just happen; The Law of Awareness: you must know yourself to grow yourself; The Law of the Rubber Band: Growth stops when you lose the tension between where you are and where you could be.



Everyone Communicates Few Connect: Connecting increases your influence in every situation. If you can connect with others—one-on-one, in groups, and with an audience— your ability to create teamwork increases, and your influence skyrockets. Leaders who have learned the art of connection experience less conflict, communicate their ideas persuasively, establishing buy-in and attracting followers.

Contact Jill for more information on her Mastermind Classes.



Cindy Holzheimer has been the President/CEO of the Northern Ohio Area Chambers of Commerce (NOACC) for two years. NOACC is an association of 125 chambers of commerce across northern Ohio, providing high-quality cost savings programs and chamber management insight to chamber leaders.

Cindy quickly brought her 5 years of chamber executive experience from the Beachwood Chamber into practice, reaching out to chambers and asking their views and insight on what they needed to focus on to grow.

Of course, like most companies, the marketing and growth plans that were on deck for 2020 look a bit different. Immediately putting a growth mindset to work, the organization pivoted all meetings to virtual and started to work on programs to get non-dues revenue in the hands of the NOACC chambers to keep them going. Webinars were put into place in March to put the cost savings programs centerstage to members of chambers to help trim overhead costs of so many companies affected by the shutdown. As companies were trimming their marketing budgets, NOACC sought out new marketing for their programs.

Turning regional chamber leader meetings into virtual monthly check-in calls has allowed the chambers to take a small part of their day to see and chat with their peers online and gather new ideas for revenue generation. NOACC has proven its relevancy during this time and is so proud to be able to serve the chambers in greater capacity now and into the future.

Cindy is also a sponsor of the Live2Lead Event and a participant in Jill's Mastermind Classes!



LIVE2LEAD

JOHN C. MAXWELL

Change Your World on October 9th!

EXPERIENCE WORLD-CLASS THOUGHT LEADERSHIP

and personal growth teaching *virtually*, in the comfort of your own home.

Join from anywhere in the world for the 7th annual Live2Lead event, where John C. Maxwell, and other world-class leaders will teach practical lessons designed to help lead through crisis by stepping up, continuing to grow and being more visible.



John C. Maxwell



Steve Harvey



Alan Mulally



Kat Cole



Craig Groeschel

Live2Lead is a leader development experience designed to equip you with new perspectives, practical tools and key takeaways. Mark your calendars to elevate your leadership! For more information or to purchase virtual event tickets, please go to: [Register Here](#). BONUSES INCLUDE:

- Instant on-demand access to the Entire 2019 Live2Lead Speaker Library/Sessions (Marcus Buckingham, Rachel Hollis, Chris Hogan & Angela Ahrendts) - LIFETIME access!
- 3 days access after the 2020 Live2Lead event to watch on-demand
- Live chat and interaction with peers during the session
- Prize drawing during the break-out session after the event

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Only \$79!

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