



Your Leader Agenda

If you plan to wait until New Year's Day to figure out what your plan is for 2012 you probably have waited too long. Almost all resolutions lose their meaning shortly after they are made.

As a leader, ask yourself these questions:

1. What does success in 2012 look like for you?
2. What does success in 2012 look like for your organization?
3. What actions must you take to achieve success?
4. What will be the first action you take? The second? The third?

Answer the questions. Answer them NOW! Some of you are probably thinking *OK, this is nice. I'll get to it later.* **Mistake!**

Begin by writing a paragraph that describes what success looks like for you. Who or what surrounds you? Where are you? How do you feel? What have you learned?

Do the same to answer question #2. How far has your organization traveled in 2011? What obstacles has it overcome? What victories has it celebrated?

After you have written your paragraphs, check to make sure they *match*. That is, make sure the success you are aiming for can be achieved in your organization.

Take some time to identify your first steps. If you are like most leaders, you probably have a long list—that's OK. Ask yourself this: What's the most important action I can take that will move my organization and me toward success in 2012? Usually the answer becomes obvious once you ask yourself this question.

Post your actions list—your top three “must do items,” publicly. It helps to keep you accountable. Take action—NOW!! Don’t wait until January 1st.