

Letters On Integrity

inspiring ethical excellence

INTEGRITY ASSET #7 MANAGING COMPLETIONS

I practice perseverance knowing it is always too soon to give up.

“Sweet are the uses of adversity; which, like the toad, ugly and venomous,
wears yet a precious jewel in his head.”

William Shakespeare

Do individuals and organizations become more competent when the toad of adversity hops onto the road? Does excelling constantly demand a vigilant eye focused on the desired result while maneuvering through ever-changing, often treacherous conditions? The answers? YES!

Rich DeVos, one of the 20th century’s greatest entrepreneurs, was an avid sailor. His sea experiences helped him define an inspirational message about staying focused on goals in ever-changing circumstances. He titled his classic message, *The Four Winds*. What are the winds?

The *Northerly’s* are tough and harsh. They come up unexpectedly. They blast. They suddenly attack. They wreak havoc. Watch out when these ferocious conditions hit an organization or individual. They can spell disaster.

The *Easterly’s* are relentless, powerful, filled with constant challenges. They can cause character failures as we give in to the path of least resistance, which ends in compromising our integrity.

The *Southerly’s* are lulling, soothing, hidden, unnoticed, and sporadic. These life winds bring complacency and forgetfulness to pay attention to the skills that got us out on the open seas of competition.

The *Westerly’s* are the winds we want in our sails...always! These are the steady winds of encouragement, good times, smooth sailing. These winds nurture, renew our energies and give us the freedom to think about new directions.

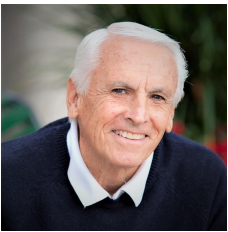
The *Four Winds* metaphor find meaning in thirty years of research related to Organizational Learning (OL). The OL writings of Amgyris & Schon('78); Fiol and Lyles('85); and Dodgson('93) underscore significant themes revealing that thriving organizations:(1) adapt to change; (2) detect and correct error; (3) let go of the past; (4) and improve their actions through better knowledge and understanding.

Mission Integrity Action

Understanding what winds are in my sails this week will help me maneuver to my goal. Do I need to use the leadership navigation skill of listening as I work effectively and empathetically with others? Am I pursuing actions that shape long-term, trust-driven relationships?

Journeying with you...inspiring ethical excellence!

Russ Williams



Russ Williams contributes to articles on professional growth for readers of California Broker Magazine. He serves as a mentor-advisor and offers one-on-one professional consultations based on *The Clarity Conversation*, a 9-Session Self-Renewal Consultation focused on overcoming nagging personal-professional challenges to re-claim personal-professional clarity renewing your influence for good at home, at work, and in the community.

WHAT HAVE PEOPLE EXPERIENCED IN THEIR MENTOR-GUIDED RENEWAL WITH RUSS

*My **Clarity Conversation** with Russ has been a wonderful experience. Initially, I approached him with three issues, both personal and professional. He provided a process to work through them with purpose and confidence. I looked forward to our meetings as I gained additional tools and insight to my topics and to celebrate the strides I have achieved.*

During our time together, Russ has provided me with clarity of vision and purpose in areas of confusion to move beyond my own negative scripted past and help me make great choices to advance my life purpose. Russ helped me articulate a brilliant blueprint for the next 18 months of my life, transforming my perspective and goals. Frankly, I can't wait for our next session.

Working with Russ has brought tremendous focus and energy to fulfilling my heart's desires as an individual and professional. What I most gained from the Clarity Conversation is not only a sense of peace and confidence in my direction but an exciting realization that my goal is much more reachable than I have ever imagined. Russ is an insightful guide.

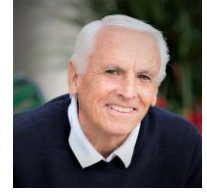
Your **Clarity Conversation Consult** awakens a re-energized You!

To set up your 6-month **The Clarity Conversation Consult**

Contact Russ Williams at

949-254-5205

centerjce@aol.com



Finding Understanding ...Taking Action ***The Clarity Conversation***

“Do not be conformed to this world, but be transformed by the renewal of your mind.”
Romans 12:2

You might desire to explore a six-month *Clarity Conversation* with Russ Williams. Whether you’re busily engaged in your personal-professional life or experiencing your retirement years, take 2-minutes to read about an opportunity that might interest you...to claim your quietly held desire to renew...YOU.

Have you noticed over a period of months, a year, or even longer, your *self-conversations* have been salt & peppered with a storyline...your hunger for life-renewal. Clearly, you know you shoulder a bundle of responsibilities. But, equally so, you know you are carrying a steady, silent self-narrative:

You desire to experience life-renewal to purposefully re-shape, re-define and re-energize...YOU!

Now...you are nudging yourself to take action. For a moment, *imagine...Now...* finds you on a mountain trail. You come around a bend to capture the view of a trail leading to a Summit. The summit trail claims your attention. You ask yourself: Could I benefit having a trusted Mentor-Guide to accompany me on the Summit Trail Journey leading me to personal and/or professional renewal? Is your answer **YES?**

An opportunity awaits you...**Now!**

The Clarity Conversation

YOUR INFLUENCE FOR GOOD LIFE MISSION

At Home, At Work and in the Communities of Your Interests

A six-month Self-Renewal Journey to claim personal and/or professional clarity

Russ Williams serves as your *Clarity Conversation* Mentor-Guide. The *Clarity Conversation Consult* includes learning about your Life Chapters, providing insight about the bends in the trail of your ever-evolving life journey.

The *Clarity Conversation Consult* is a **2-Month Commitment**. The 9-Session Consult Fee is **\$800.00**

Month 1: (4) 1-Hour Sessions \$100 each session/\$400 all sessions

Month 2: (5) 1-Hour Sessions \$ 80 each session/\$400 all sessions

What is the outcome of your six-month *Clarity Conversation Consult*? You experience personal and professional life-affirming movement as you revitalize your influence for Good at home, at work, and in the community.

Your *Clarity Conversation Consult* awakens a re-energized You!

Clarity Conversation 6-Month Consult

To inquire/set up your 6-month *Clarity Conversation Consult*

Contact Russ Williams at **949-254-5205**

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In a 48-year professional career as a Pastor and Non-Profit Executive, Russ has engaged many individuals in their journey to awaken and-or renew their Influence for Good life mission.