



# Let's Reset!

A fresh start for leadership

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Welcome to the new year for IRWA! We always think of the new year as a time to reset and reevaluate where we are and where we get to go. Most of the time, we only see that being once a year on January 1, but in IRWA, we do that on July 1. In reality, every day is a chance to restart and reset. Yesterday is over and done. Today, we get to execute the plans we created and make new ones. This can be both exciting and frightening all at once.

As leaders, the opportunities and challenges are even greater. Not all leaders are here by choice, but some are because they enjoy the challenge. The truth is that some are here because it looks good on their resume; others are here because someone “voluntold” them; there may even be those who are either not really engaged or may even be a little resentful of being where they are. In the end, it doesn't matter how you got here — what matters is where you intend to go from here. Whether it was your choice or someone else's, here you are. You are in leadership. *Awesome!* Now what?

Well, you get to choose how you want to move forward. How you got to be in leadership is not important. What you *do* with this opportunity is what matters. Being intentional and moving forward with integrity is what matters.

I read a book years ago called “The Four Agreements” by Don Miguel Ruiz that helped me in my leadership journey (I will preface this by saying if you want to go out and buy the book for yourself, the first chapter goes into spiritual metaphysics, which may not be in agreement with your personal belief system, but once you start into the actual agreements, the ideas are powerful). The agreements are these:

**Be impeccable with your word.** Mean what say and say what you mean. Words are powerful, and we need to be careful how we use them. As leaders, we should use our words to encourage and empower those around us. We should always do our utmost to fulfill a promise. Life can throw a monkey wrench into the best of intentions, and sometimes a promise



can't be fulfilled, not because of lack of effort or intent but due to unforeseen circumstances. And that's okay. You just have to own that. We all make mistakes, and that's how we learn. But own your own mistakes. Don't blame others or make excuses.

**Don't take anything personally.** When people praise or criticize you, it's more about where they are in life than what you have done. Take satisfaction in a job well done. Take the lumps and learn from the ones that didn't go so well. In the end, who you are shouldn't come from the positive or negative inputs from others.

**Don't make assumptions.** We don't always know the answer. We don't always know what is going on with someone else. Be curious. Ask questions.

**Always do your best.** This is where a lot of us get tripped up, because here's the thing: your best doesn't mean you are going to hit it out of the park and be a raging success all the time. Your best is a moving target. There are days where your best is to white knuckle it through and just survive without losing your mind. You may be sick, and your best is making a bowl of soup or taking a shower. But if you can honestly say, “This was all I could do today”, that's your best.

If you start your leadership journey — or this leg of your journey — with these agreements in mind, you will have a strong basis for being successful. I want to thank you for stepping into your leadership role. It's going to be great year! ✨