



Unlocking your potential

A framework to make sustainable
change for highly driven people



Most high performing leaders are driven. Highly Driven People (HDP) set themselves up for high expectations, pushing themselves beyond measure to achieve the success they desire.

They believe that if they continue to be biased towards action, focus on solving problems, and are self-sufficient, future-focused leaders with a push for excellence, then they'll get to the next level.

Yes, success comes from these qualities. The problem is most driven people tend to have a hard focus on these traits, leading them to continue working despite exhaustion, and with high levels of stress. Joy is pushed out to a future date.

In the last decade, I have coached HDP for 2000+ hours. I have run about 300+ workshops with senior leadership teams. During that time, I have found that driven people will work very hard and never really ask for help when they don't know something. They run miles from any form of dependency and have an acute focus on achievement at the cost of losing their lightness of being.

From the outside HDP look extremely successful. Their mastery of the outside world camouflages their internal tension and one would have no idea that they are second-guessing themselves.

If you feel this way, you might resonate with some of these thoughts and patterns that I have noticed. Is this you?

Are you a forward-thinking leader aspiring **to achieve higher success?**

I believe you need to stop looking for solutions in your current frame of mind.

Do you recognize these habits in yourself?



Too much hard work, hard thinking and being action biased lead you to overplanning and exhaustion. This takes away your strategic focus.



Thinking fast, acting with power and working meticulously all the time to the point that it is inhibiting your growth. Let's face it: intelligence is not enough to scale up your leadership.



Being strong, independent, determined, and courageous. These are great qualities but when you overuse them it does not build collective responsibility. Have you noticed that?



The quest to excel and at the same time ensure that everyone is happy is wearing you out. Perfectionism and pleasing lead to self-acceptance based on outward results. This is also exhausting you.

These qualities run the lives of HDP – and not them. There is a leadership assumption that **“I am my results”** which is created by a deep drive and hunger to achieve. But self-acceptance based on outward results means wellbeing hardly gets any attention and usually gets thrown out of the window. This mindset of **“I am my achievements”** has dominated the way one made decisions, took charge, and led projects.

I believe it is possible for individuals to lead with ease and evoke the power of collective responsibility. For that, individuals need to unlock their potential and be able to assert decisions, listen with openness and navigate conflicts without coming from a place of ego.

Deep within I am convinced humans have the capacity to transcend ego to build ecosystems of healthy wellbeing rather than pushing through mechanisms of control and competition. My question to you is, can we create a leadership team that propels the system towards **“balance for success”**? Or are we too afraid that balance will throw us off the path of efficiency and profits?

Our definition of balance comprises of too many assumptions that stem from our fear of extinction.

Let me explain. There is a fear that if we stop this addiction for action then things won't move forward and that will be the end of things. People have become human doings. To make things worse, organizational cultures recognize and promote this driven mindset.

We live in a culture where getting things done is valued far more than taking time to be strategic and purpose-driven.



Why this ebook?

A few months ago, as part of the research into writing my upcoming book, I launched a survey. It was designed to explore the importance of finding balance for success with HDP.

The main reason for doing this was to validate my idea of “**achieving success with ease of being**” collected through my own personal development and my experience of coaching highly driven individuals and teams in corporates.

The survey comprised of 10 qualitative questions aiming at understanding the top traits of HDP, their aspirations, their challenges, and their impact. The survey was answered by individual leaders interested in their own development, organizational representatives like HR and managers responsible for people development, and trainers / researchers with practical or theoretical expertise in developmental activities.

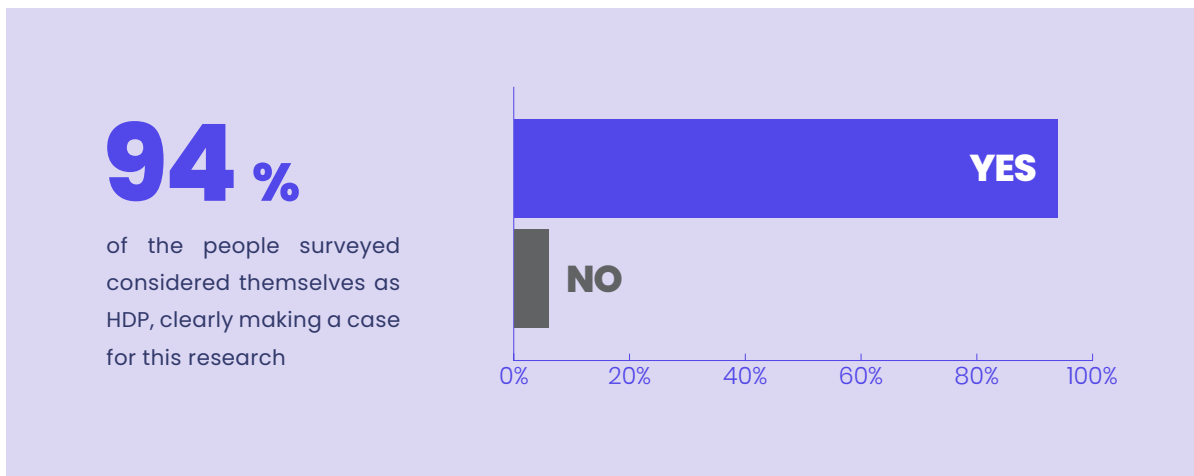
I had deep one-to-one conversations with several leaders on these survey questions. They shared their anecdotes, observations, and case studies from an individual perspective and from a systemic point of view. I cannot thank them enough for the time they took away from their busy schedules with keenness and passion to make this world a better place.

The leaders who answered the survey shared one common purpose: to move from an ego-driven system to an ecosystem where we thrive together with passion and purpose.

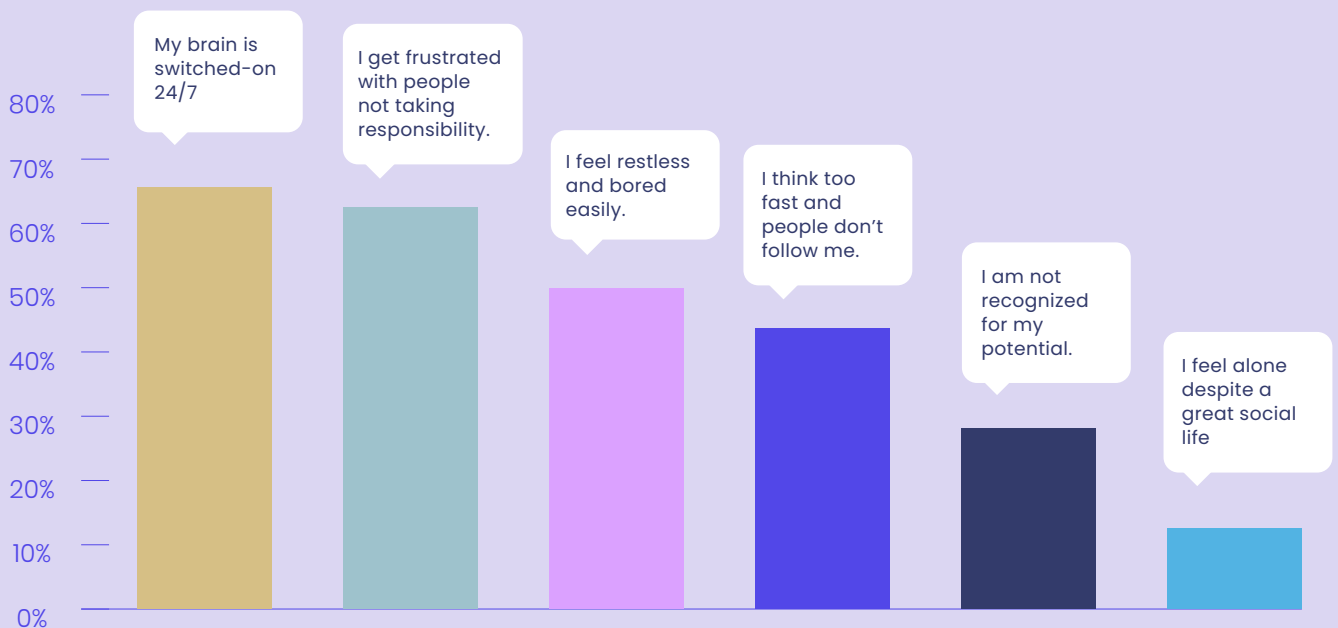
We face enough challenges today with climate crisis, economic disparity, geopolitical issues; why create more problems? It is time to lead with compassion, generosity, and lightness of being. Our inherent essence can radiate peace, love, and joy.

THE CHALLENGE

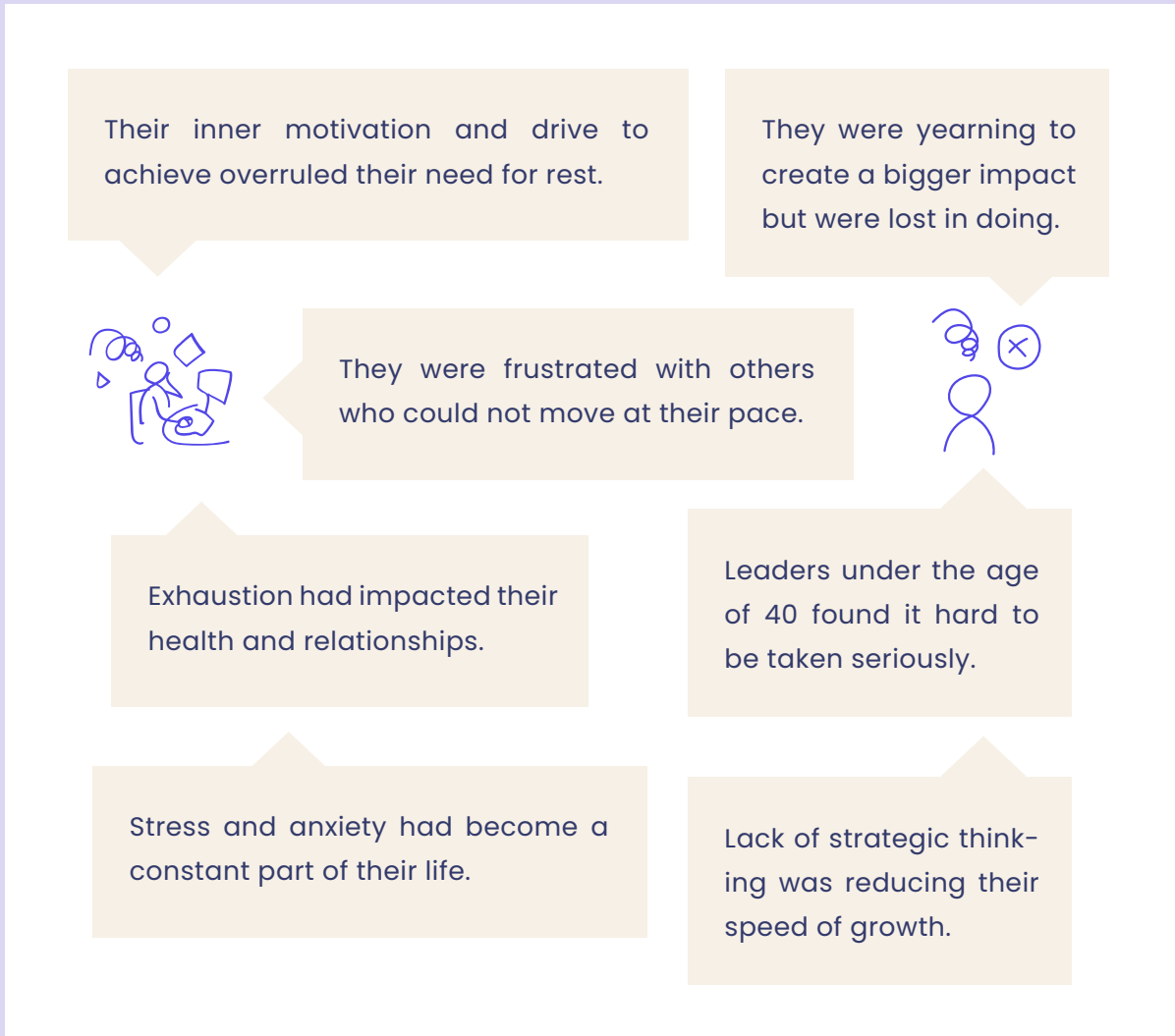
The survey results clearly indicate that people are caught up in the dichotomy of being human-centric vs performance-centric. One grows wellbeing while the other grows profitability. It is when we have an extremely hard focus on the latter that power, status, and compliance run operational decisions or rather the absence of critical decisions. The power of quick critical decision-making comes from the model indicated later in this ebook.



The biggest challenges faced by most driven people are indicated here:



The qualitative comments clearly indicated that HDP wanted balance and yet were caught up in the paradigm of growth that comes from constantly pushing oneself out of the comfort zone. It was clear that:



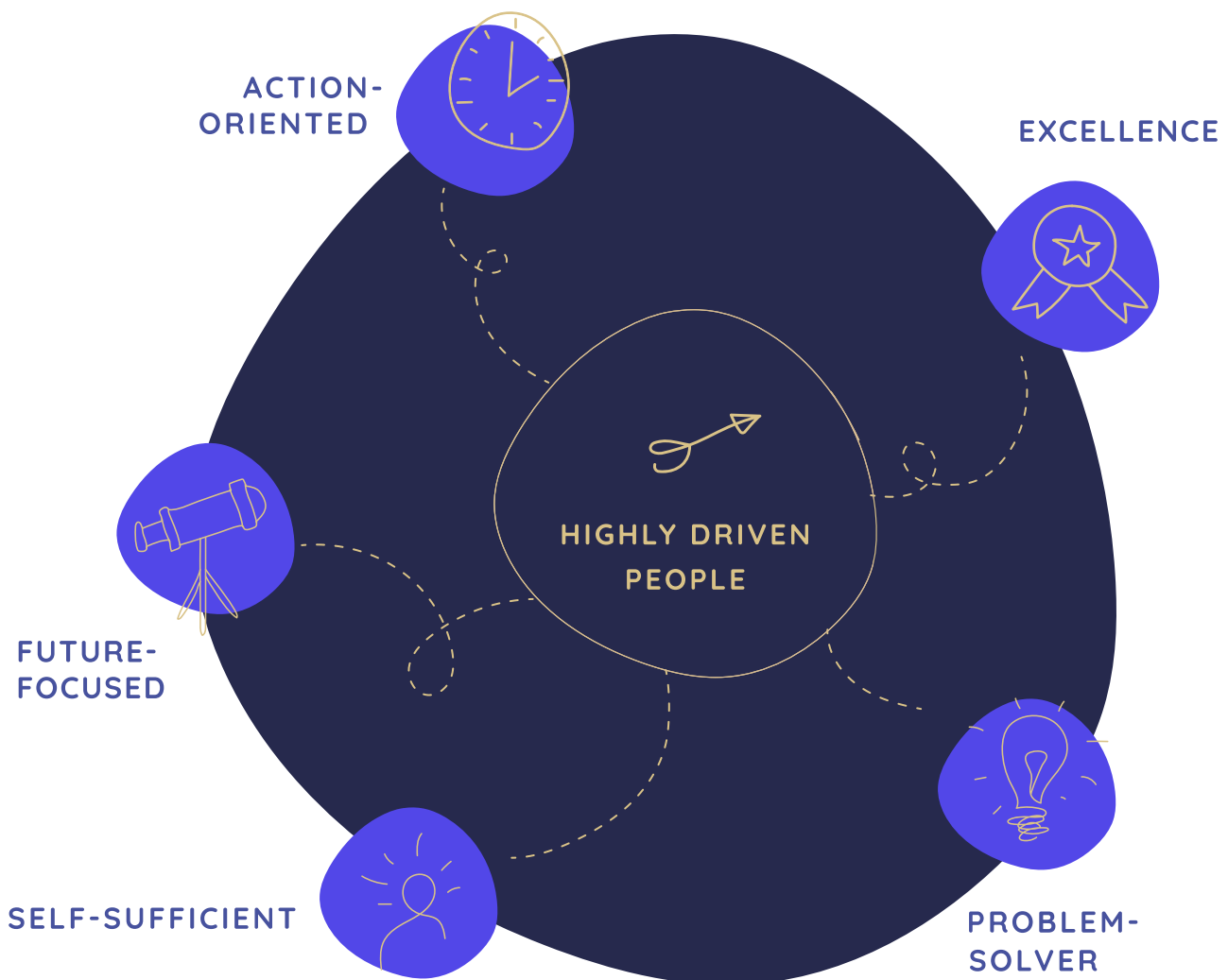
This clearly indicates that we cannot be blind to the impact that an evidence-based philosophy and speed to achieve more with less are having on our individual lives.

Develop the individual and you change the interactions. You change the interactions; you change the game. When you change the game you change the world.

Highly Driven People

I have identified that most HDP are action-oriented, self-sufficient by nature, good at problem-solving, strive for excellence and are future-focused.

Do you recognize yourself in any one of these traits?



Traits of most Highly Driven People



PROBLEM-SOLVERS

Problem-solvers love to serve and add value to the world through solutions. Their natural inclination is to fix things and their expertise is not easily challenged. They get their kicks from solving problems. They have ideas and their inner voice is mostly right, but they tend to control implementation with clear directions. They cannot be cloned, unfortunately, so learning to conserve energy and co-creating with others is key.



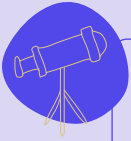
ACTION-ORIENTED

The action-oriented nature has a strong drive to get things done and loves to be on the go. There is a feeling of getting ahead in life as things get done, a sense of moving forward. But this constant movement leads to fatigue. The action-oriented brain is always switched on, wondering what to do next. Feeling restless between activities, always looking for greater excitement. Busyness and movement are normal in the life of an action-oriented person. They are rarely at peace with the current activity.



SELF-SUFFICIENT

The self-sufficient nature fends for itself by definition. A natural at finding their way in troubled times and highly independent with it. Does not like to depend on others and lose time. Likes to do things on their own. Enjoys me-time although may not be an introvert. Being on their own brings them peace. The self-sufficient nature does not easily trust the ability of others and so feels alone when the pressure increases. Finds it hard to exhibit patience to explain things to others. Can be seen as ego-centric, looking after their own needs which they consider to be essential to their self-esteem.



FUTURE-FOCUSED

Being future-focused means planning, calculating, and joining the dots to get to the final destination. Dreaming, visioning, and creating hope. The relentless positive mindset innovates new solutions and caters for future needs with passion, focus, and ease. The future-focused person might lose the present moment of lightness as they get lost in the illusion of the future. They feel frustrated with people who complain and talk about the past and can't move on.



EXCELLENCE

Striving for excellence is about learning, growing and performing at higher levels. They make excellent teachers, crusaders, and advocates for change, always striving to improve the world. They feel a high sense of self-worth when quality, precision, and beauty are present in their work. They have high standards for themselves and others. This quality is an asset anywhere. The question is: when is it ever good enough; when do they stop? They drive themselves to the point of fatigue and beyond. They can overthink things and be highly persevering, leading them to often stretch themselves beyond the comfort zone.

These traits help people reach the next level. Hence there is a strong assumption that one needs to hold on to these traits if one wants to be successful.

The strengths and challenges of Highly Driven People

Here is a collage of many inspiring perspectives from people who took the survey and answered the question:

Characteristics

Challenges

RELIABLE

OPPORTUNITIES TO
CONNECT AND
CAPITALIZE
NETWORK

IMPACTS
HEALTH

LEARNING

STRETCH

IMPACT ON
RELATIONSHIPS

EXCELLENCE

BURNS
ENERGY

ACCOMPLISH

LACK OF STRATEGIC
THINKING

HIGH WORKLOAD

GROWTH

DOING

STRESS AND
ANXIETY

TAKEN FOR
GRANTED

VISIONARY

COGNITIVE
OVERLOAD

CONSTANTLY
IMPROVING

ALWAYS
SWITCHED ON

SUCCESSFUL

THE HIGHLY DRIVEN TRAITS ARE A DOUBLE-EDGED SWORD.

A particular event in my life shook me up. I speak more about this in my upcoming book. Painful analysis from that experience led me to realize that I need to soften my focus on these traits and look for their opposing polarities. Most HDP dismiss the idea of leading with ease and get blinded by the extreme bias for doing and wait to reap the fruits of hard work one day. One day but not today.

At the core, a strong sense of identity is linked to getting things done. You might feel that I am exaggerating here but too many people feel happiness is for tomorrow, not today. Let's be honest. Are you impatiently looking for the next leadership position you deserve, waiting for that well-deserved salary hike, so you can buy the house of your dreams or take time off to travel around the world on your own?

For me a hard focus on the highly driven traits alerted me to the presence of critique, control, and arrogance. I do not deny that HDP get things done, move

mountains and achieve great heights. They are often given huge responsibilities.

Now the responsibility to support HDP lies with all of us, because we have contributed to creating a society that runs on an evidence-based philosophy where instant gratification has become the norm. We have contributed to an organizational culture that pushes people to leverage the benefits of the driven traits without leaning into their opposing polarities. I talk about this later on.

This is our collective responsibility. We are part of the system. You may not see direct links as to how you might have contributed. I believe we are part of the drop in the ocean we live in. As the Dalai Lama says, we are not created for independence or self-sufficiency, but for interdependence and mutual support. We need a systemic change; we cannot do this alone. Friends, family, work colleagues, society, organizations all encourage the growth of these driven traits.

We need to wake up. Wake up to the impact of the hard focus on these 5 traits. It is not the outer game or success on the outside, it is the inner game that counts. As Bob Anderson from the Leadership Circle says, what's the inner operating system, what's the weather like on the inside?¹

→ It is not okay that people around you do not take responsibility.

→ It is not okay that your brain is switched on 24/7.

→ It is not okay that you easily feel restless and bored.

→ It is not okay that people don't follow you because you think too fast.

All these things take you beyond fatigue. That is how you get stretched: getting out of the comfort zone allowed you to excel and now it is time to shift gears and achieve success with ease.

It is time to stop doing it on your own.

Most driven people wonder: **“How can I get there on my own terms?”**

IMPACT ON ORGANIZATIONS

At an organizational level, there is a strong tendency to lean on operational efficiency coming from data-driven processes and systems to be successful. We absolutely need that to build organizations. But have we applied the same principles to human interactions? Have we gone too far with it? What have we lost because of that? This is what I want to explore with you.

My hypothesis focuses on a strong link between highly driven organizational cultures and highly driven people.

¹Mastering Leadership, Robert J. Anderson and William A. Adams

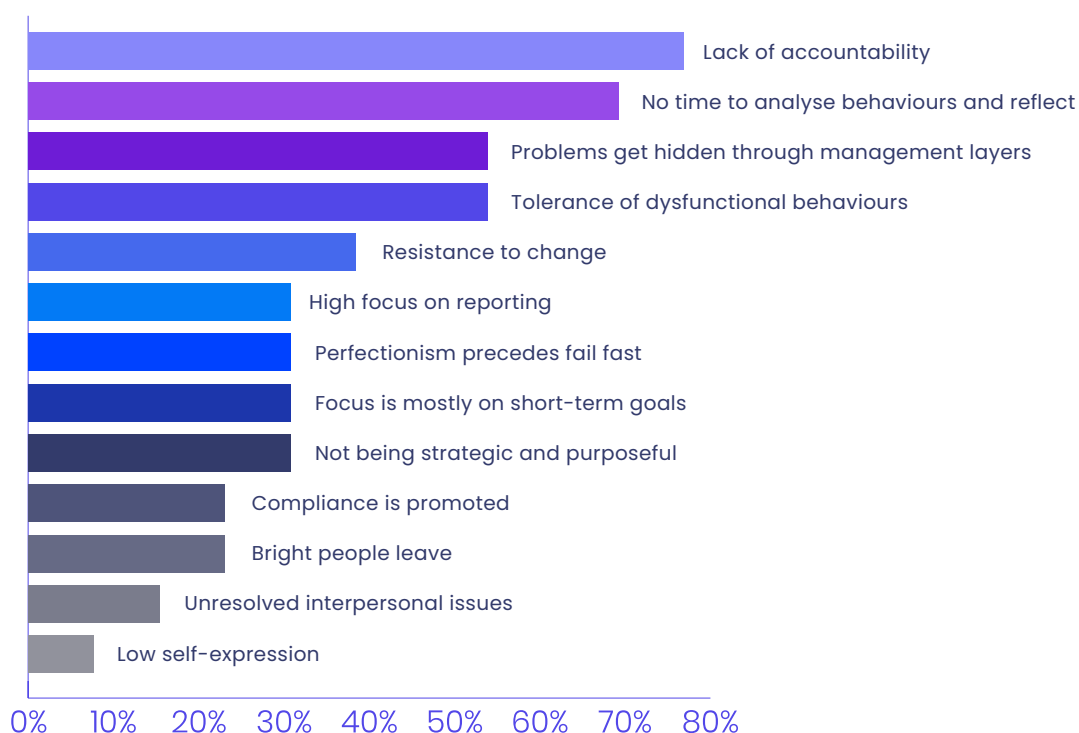
Hence my focus is on making individual behaviour change the central focus of culture change. It is when individuals shift that we start to shake up and shift the relationships in the system. My plea is for a focus on individual change to bring joy to people's lives. I promise you will see how joy can be a propelling force for change. We live in a vicious cycle of interdependence but we tend to think and act as if we are highly independent beings.

At an organizational level, how do we notice the highly driven qualities?

We notice organizations move with speed and build solutions with precision and foresight that are much needed in the modern-day world. It feels dynamic and thrilling to work in such places. People are passionately involved in what they do. It binds them to a common cause. The impact created by such organizations is a propelling force of inspiration and innovation.

But then when we focus too much on the driven traits, we begin to experience their downsides. I asked people in several high performing organizations about the impact of driven qualities on the company culture. Several hypotheses came up as to why they cause difficulties.

Let's look now at the struggles of leaning too much on the driven traits:



As we can see the top 5 challenges in organizations are:

1 Lack of accountability

2 No time to analyse behaviours and reflect

3 Tolerance of dysfunctional behaviours

4 Unresolved interpersonal issues

5 Resistance to change

This clearly creates a case for developing more collective responsibility, collective stillness, and leaning into the cyclic nature of life. We will explore these qualities in a later section, but first let's look at how we got here.

When I brainstormed all these questions with clients, a few things became evident:



1. The need to end the quest for perfectionism and gain speed by learning from failures

A lot of time is lost to impression management, lobbying for buy-in for the next career move and in trying hard to look good. Perfectionism rules the system when there are hidden assumptions that one needs to be the best to win the race and that there are standards to be met or else the game is lost, or it will reflect badly on individuals. We know that perfectionism is the fruitless effort to always be right and it costs a lot of energy to be perfect all the time.

What if we could worry less about the format of presentation and look at the key messages? What if people would stop micromanaging from an ivory tower, seek support and look to learn from failure?



2. Stop tolerating dysfunctional behaviours and talk about real problems

As dysfunctional behaviours become difficult to get a grip on, it was not a surprise that people don't know how to handle them, especially when they come from high performers. People don't question dysfunctional behaviours or do a reality check because (a) they don't want people to hold it against them, (b) they are afraid it will ruin the business results that it brings and (c) they see a part of themselves in the other person. So toxic communication is perpetuated in the system as there is no clear distinction between what's ok and what's not ok. With time, it becomes hard to turn back the clock.

What if you could hold tough conversations and talk about your disappointments, fears and frustrations and share how you really feel?



3. End siloed ways of working and allow information flow in the system

Matrix organization with complex reporting lines and P&L has become an easy breeding ground for slow decision-making. In my upcoming book I talk about the culture of origin that drives the system. We need to examine the roots of culture, and challenge compliance and the goodies that are attached to individual accomplishments. Certain organizations have a long history of friendship as a result of growing together; here harmonious relationships have a higher priority than holding tough conversations.

What if we could challenge others gently and look at what systems, processes and projects need to end, looking at it from a lens of collective purpose? What if breaking silos does not mean extinction?



4. Stop the blame game and instil a sense of collective responsibility

Blame grows in the system where managers hear their reportees complain about their colleagues, as they wanted information from them. Given information flow was controlled and problems got hidden between layers, and since mistakes had consequences, information became critical for leaders to make decisions. So, on the one hand they were struggling to get information and on the other hand this promoted organizational politics, where people were blaming their colleagues to gain approval and appreciation. While blame is an unsophisticated way of showing one's disappointment, this triggers defensiveness and stonewalling in the system, and we enter a vicious cycle of unhealthy conversations.

What if people could talk about their disappointments? What if everyone has to find their part in other people's failure and success?



5. End the paralysing fear of making wrong decisions and enable empowerment

When control starts to rule the system, or at least leaders lead with an illusion of control, KPIs and short-term number growth become the focus. This happens mostly when the gap between vision and reality increases due to cultural challenges. Thus, how does one get a grip of situations without numbers? How do you establish transparency when there are too many filters with each layer? While driven people can build a titanic that propels with speed, power, and majesty, how do you alert people to an eventual iceberg? Who will relay the signals from a place in the comfort zone? Decision-making becomes paralysing in systems with too much focus on short-term numbers, whilst people try to bring in long-term stability, given the short term is more highly rewarded.

What would it mean to halt the titanic so you can grow beyond the times of good market conditions?

All of this clearly indicates that both at an individual and collective level we need to integrate the opposing polarities of the Highly Driven Profile.

If you want to create a space where people can talk about failures, the essential ingredient is to be able to be **“present”** to one’s emotions and to the emotions of others. How does failure make one feel, and how does that impact others? If we stay with emotions, we can look at the lessons learnt and get into motion from there. We have got to address the **“e”** in emotion to get going.

When we stop tolerating dysfunctional behaviours and talk about the real problems, we are creating the effect of **“stillness”**, the effect that woods or a walk in nature can bring us. Collective stillness is not just about practising meditation together in an isolated room in the office. Collective stillness is about experiencing a space where we put things out there and release our minds from the numerous stories that we create and look instead at the big picture.

Putting an end to siloed ways of working is about moving out of this self-sufficient stance and moving towards others to create with people. Does co-creation create dependence? No. **“Co-creation”** requires a leap of faith to move out of one’s perspective and take the longest walk to the other person’s perspective. It cannot be done from one’s own point of reference. This is about shifting the centre of gravity from self to the relationship. It is about giving power to the relationship, but most people fear that power will shift to the other person.

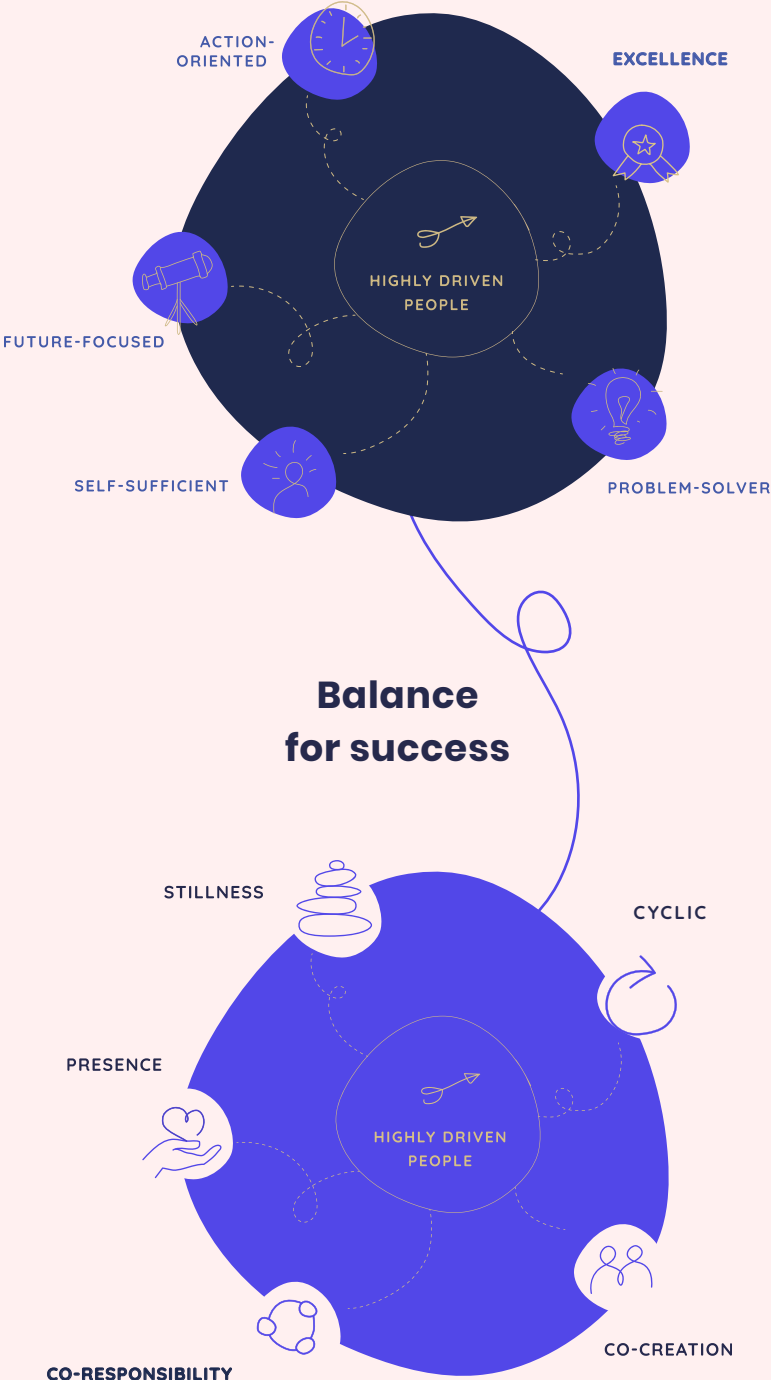
To stop the blame game means we all need to own up to our part. Our little 2%. We need to look far beyond our roles and responsibilities that are often clearly outlined in organizations. **“Collective responsibility”** is about employees asking the big question, how did I contribute to the profits and losses, to the short-term / long-term focus or the burnout of a colleague in another department? Go beyond your role to look at how HR is responsible for the project delays. How is the CEO responsible for consultants being successful in the organization or not?

If we want to end the paralysing fear of making wrong decisions and enable empowerment, I truly believe we need to let go of our relentless quest for excellence and lean into the **“cyclic”** nature of life. Just as the seasons change, the state of happiness ends, sorrow ends, pain ends, and so does a project. This is the nature of life. But then why do we hang onto things as if they are going to last forever? Can we accept that this too will change? We need to move from the paradigm of a good or bad decision to one of doing our best in every situation, knowing there will be another opportunity to make another good decision, because the cycles will change.

Imagine we could integrate the highly driven traits with the non-tangible opposite duality that brings us balance for success. What would higher success look like to you?

Opposing polarities of the Highly Driven traits

I have identified the opposing polarities to those of HDP as being stillness, presence, co-creation, cyclic and co-responsibility (collective responsibility). Here's a quick introduction to these traits.





Cyclic

The cyclic nature of life is about proactively looking at what needs to end. There comes a time when certain projects, programmes and relationships need to end. For instance, it is not easy for a chef to say I have cooked something that no one can eat. Yet we keep investing time and money to make it better. What is a project or a behaviour or a relationship that needs to end for you or in the system that you are in?



Stillness

Stillness is experiencing the calm, quiet motionless state of mind. Despite our sincere quest for balance, we get caught up in a life where we are running, running, and running, trapped in a hamster wheel of action. You know that to be strategic we need to pause, gain self-awareness, and reflect. So how can you stop this hamster wheel? How can people collectively experience a sense of clarity, focus, and precision for action?



Presence

Presence is being with your emotions and sensing the emotions in others. But in our impatience to get to the future state we fail at times to accept the current state. Bridging the gap between vision and execution requires us to see WHAT IS here without filters. Think about what annoys you the most today. It could be a situation, a person, a project or a relationship. What is the organization not willing to see?



Co-creation

Learning from each other and building solutions together is a beautiful process. And yet we promote the intelligence of a single human to solve complex problems with speed. For systemic change to happen we need to hold top-down and bottom-up conversations. Think about it... at what stage do you involve people when solving difficult problems? How are the edges in the system talking to each other without filters in the organization?



Collective responsibility

This is the ability to respond to what is happening from a collective standpoint no matter who is accountable. Efficiency pushes the notch for clear lines of responsibility and the interconnectedness of things is beckoning us to look for our part. How are you responsible for the success or the failure of someone else? One can ask many questions, for instance, how is HR responsible for the project timelines? How are the operations responsible for end-user experience? How is the organization responsible for the accomplishments or challenges of its ecosystem? What is the bigger call to duty?

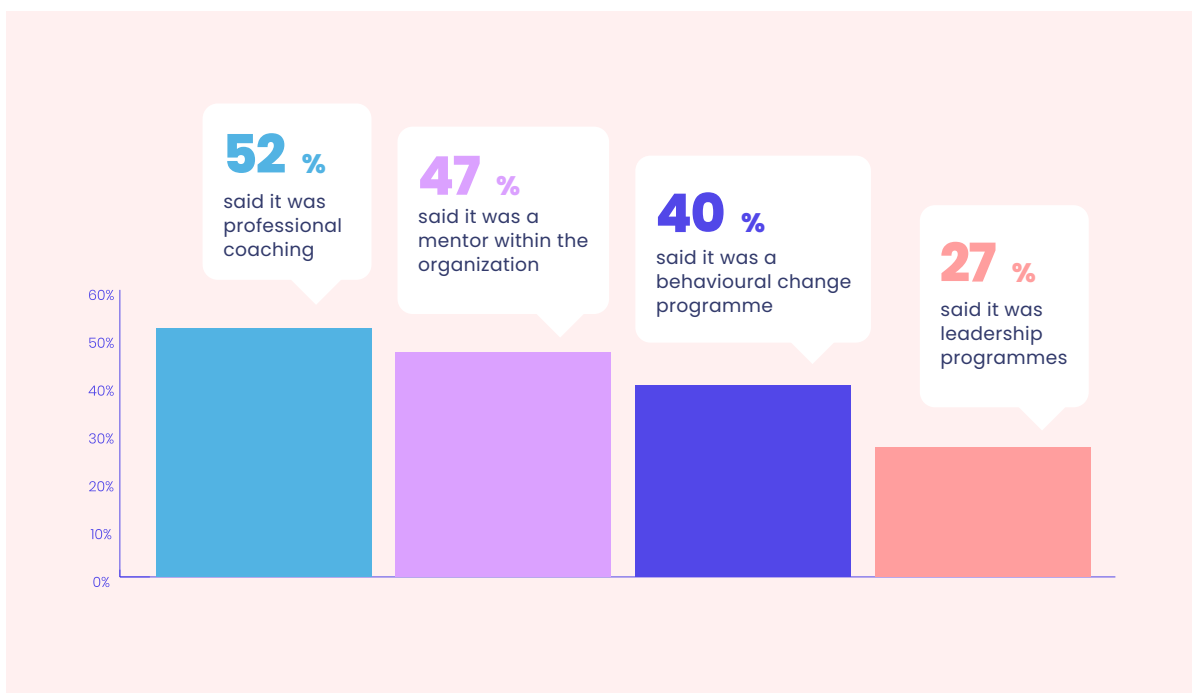
While the left-hand side and the right-hand side of the model are depicted as two separate distinct pieces, it is important to note that they must be imagined as two sides of the same coin. The dualities are always in co-existence.

It is when we take one trait to the extreme that we lose the existence of the opposing duality. For instance, we can experience a degree of stillness whilst being in action. We experience separateness in these traits when one end of the spectrum is reached. That is when there are no more benefits from the opposing duality but rather we end up creating a negative effect.

It is the dance of the two opposing dualities that brings balance for success. While I use the word balance, it is about going for the opposing polarities with full intention and commitment. Our society has for too long promoted a tangible, evidence-based philosophy. This is a collective shift we need to make.

So I asked individuals:

What would support look like to get to the next level in your career?



This data indicates the hypothesis that we have reached a level of fatigue with leadership programmes that bring insights but not sustainable behavioural change.

For instance, most big companies have anywhere between 1,000 to 20,000 training programmes in their catalogue. Training is great, don't get me wrong. I just believe we need to go beyond.

The bigger question is:

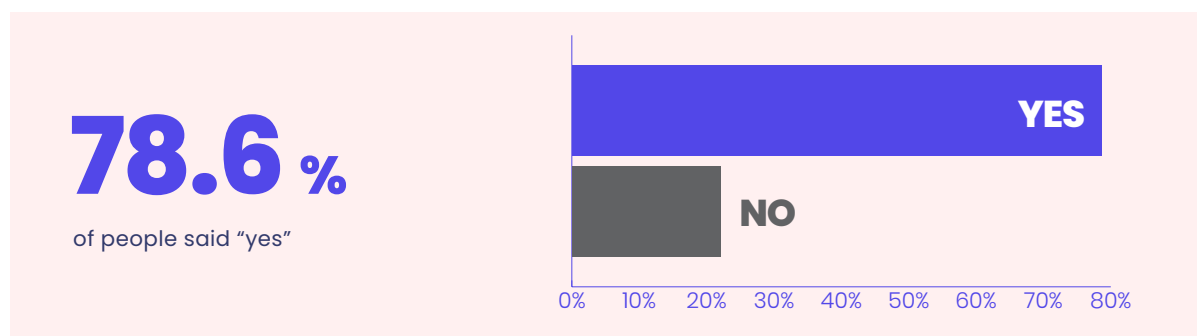
Are organizations willing to invest in behavioural change programmes?

Or do some of these assumptions run the system?

- People should just go and do it
- Changing habits is the responsibility of an individual
- People should be functional at work and are not here to get therapy
- Certain behaviours are expected as basic capabilities
- We cannot invest so much time and money on behavioural change programmes

So I asked people:

Would a methodology to shift behaviours and change cultures be useful for your work?



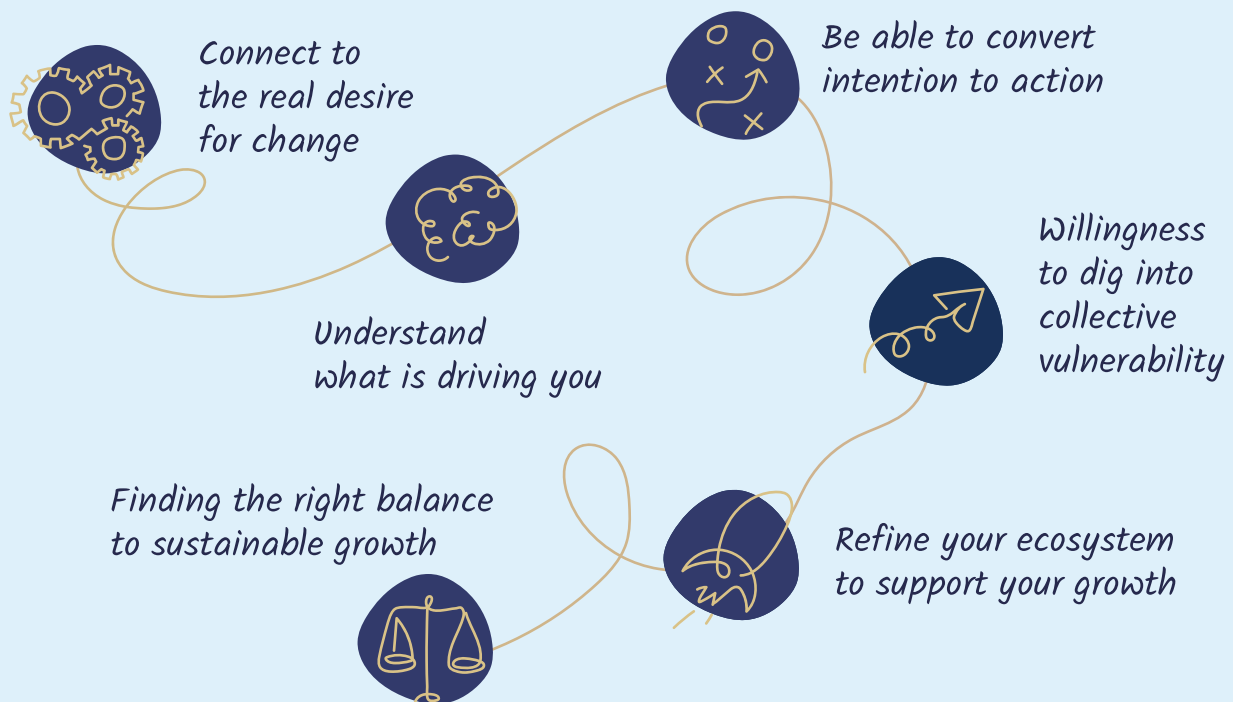
This clearly indicated a deep desire to understand the paradigms for behaviour change. Companies don't struggle with defining corporate values or corporate culture. It is about how they get there.

We need new paradigms to shift the way we lead. We need a proven methodology for behaviour change.

BEHAVIOUR CHANGE

We cannot remain the same if we want to grow. We cannot solve our personal and professional problems with our defences up through protection mechanisms. Real transformation begins when you embrace your problems as an opportunity for growth.

Here's a time-tested framework that helps individuals, teams and organizations unfold their potential through behavioural change. This journey has 6 moving parts. The entire process is clearly laid out in my upcoming book. Here's a quick walkthrough of the journey.





1. Connect to the real desire for change

One of the essential elements of change is to stop and assess your strengths and challenges. This is a place where you dream and integrate your purpose. The world will be a different place in a few years and the ones who will thrive are those who make the right choices that shape the future of companies from a place of deep conviction and commitment.



2. Understand what is driving you

Every human is born with an inherent potential in them. And we have betrayed ourselves through acts of perfectionism which do not express our potential because of our fear of failure, through false harmony because we fear rejection through critique, and blame so we don't have to share how we feel in the workplace. The complexity of the world needs us to up our mental game by understanding our inner operating model. This is about knowing what thoughts, assumptions, and behaviours take you towards or away from your desire.



3. Be able to convert intention to action

Most change programmes fail because we focus on the technical change plan. It is not enough to understand the change at a logical level. You need a physical activity that helps you release stress in times of discomfort. You need to understand the cognitive journey of change. You need to look at the spirit of who you are becoming and be connected to the emotional journey of change. That is when we can translate the intention to change into action.



4. Willingness to dig into collective vulnerability

We operate on many assumptions that over time have become our truth. We need to challenge the veracity of these assumptions that are running us and our systems. So, we need to form sacred spaces of collective-vulnerability that bring us growth or else we will create walls of isolation in our society. It is about moving from impression management to community learning so we can tap into the power of tough love where people hold each other accountable for growth.



5. Refine your ecosystem to support your growth

We can all change. For me an indicator of change is the degree to which we can apply the new behaviours with people who test our nerve and push us back to our default modes. To shift the way we operate in our ecosystem, we need to redefine our relationships and train people to support our growth process. No change happens in isolation. We need the system to shift if we want to change the way we lead. Leaving the system does not fix the long-term growth process.

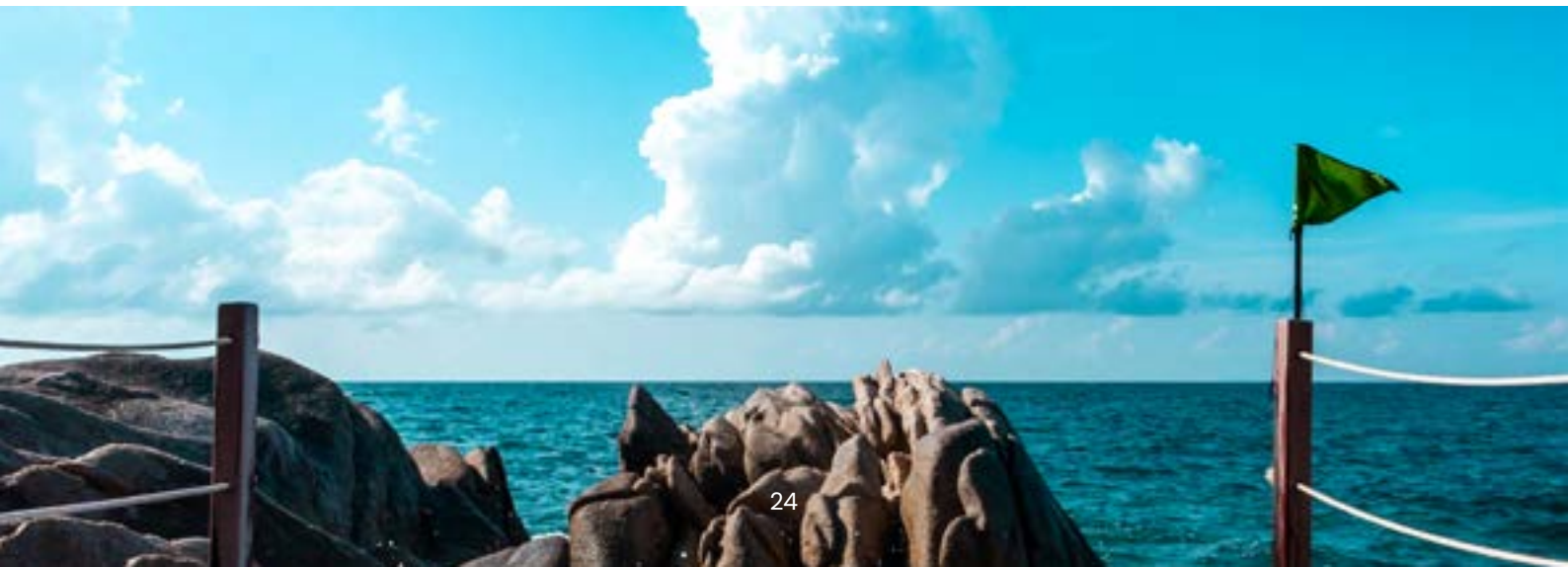


6. Finding the right balance to sustainable growth

This framework was added after a few years because we noticed that the process was so effective that people continued to make progress on the changes long after the programme was over and started tipping to the other extreme. Finding the right balance is about finding that rhythm to swing between the opposing polarities. I think if you have diverse challenges, you need a diverse set of thoughts and opinions. It is about engaging with contradicting voices to find value in the opposites that are much needed for progress.

That's how we unlock potential!

When I asked individuals, what is the change you want in the next 12 months, here's what they said:



ABOUT YOU

I believe everyone has the ability to reach their next level, lead change and take on bigger responsibilities. Overcoming difficult situations, disappointments and setbacks is part of the human journey.

When you don't convert intention to action and don't live up to your potential then it starts to cost you financially, mentally, and emotionally. It breaks my heart to see so many driven people out there pushing their way up, unaware that there is a path of least resistance. This is not about reaching objectives. It is about changing the way you lead. This methodology gives you a structured process that allows you to make a radical transformation.

I have met many people like you and believe that you would like to be kind and brave, strategic and purpose-driven, and supportive and helpful to those around you.

All of this is possible.

CONCLUSION

In all my years of work, the most disappointed people I meet are not those who fail, but rather those who sat on the indecisive wall and never took the leap of faith in their heart. As a leader you have to lead others in this change. In this journey you will fail, there will be suffering and hardships as you break your old patterns, and most of all there will be triumph in the end.

All that they say about taking a horse to the water, that you can't make it drink, is so true. This is why you must become the drinking horse. So define what you want to change in you, define the changes you want to see in the system around you, and go after it.

I hope you will ask yourself, what is it that I am going to change to be a better leader? What are you going to do?

If you want to change the way you lead, I can help you do this with my 10-week Rethink Leadership programme which will unlock your success and accelerate your team and organization's potential.

ABOUT THE “RETHINK LEADERSHIP” PROGRAMME

The “*Rethink Leadership*” programme will help you to:

- **Be strategic**
- **Be purposeful**
- **Be successful in making changes**
- **Lead with ease**
- **Move at a pace that takes people with you.**

In this programme you will:

- 1 Understand the dynamics of change so you can make the lifestyle shift you aspire to.**
- 2 Discover your inner drive and lead from your potential.**
- 3 Courageously build new effective patterns and become the leader you aspire to be.**
- 4 Commit to your growth with an accountability partner despite challenging situation.**
- 5 Refine your ecosystem to support you so that you can lead with ease.**
- 6 Manage dilemmas effectively to conserve your energy.**

This is a methodology that takes into account your whole being. I believe every challenge requires us to transform the way we think, act, and lead. Your next level growth is determined by your leadership capacity.

So, let's raise the bar together!

[Book a call with me](#)



ABOUT DEEPA NATARAJAN

Deepa is a leader in the field of change. She helps highly driven corporate professionals and entrepreneurs in leadership roles like you to find success and wellbeing in your whole life.

She has developed a proven methodology to help leaders get unstuck from old habitual patterns and change the way they lead.

She helps leaders devise a more courageous, strategic, and purpose-driven approach by bringing together eastern and western practices. Her methodology helps shift the corporate culture by transforming how people think, act, and interact through a time-tested set of frameworks.

Bringing passion, purpose, and interconnected ways of working along with a holistic approach that helps lead with soul is her motto.

Prior to becoming a coach, she managed international teams, projects, and budgets in various countries.

She has worked in the IT industry for more than a decade and brings her experience of digital transformations to taking highly driven individuals and teams to their next level of leadership.



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