

Julian Yaeger

Helping Millennial Managers Become Leaders

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Signature Five-Step Process

Step – 1

Goals

Gotta have em. Where do you want to end up? Let's AIM SMART.

A - Acceptable – the absolute minimum you could tolerate achieving.

I - Ideal – the best-case scenario.

M - Manageable – the one you really want to set your sights on.

Where do you want to go? Why? Aligning your desired future state with your values is important. Otherwise, when you achieve your goal(s), it likely won't be sustainable. Aligning your desired future state with your values is key for your goals to remain sustainable and to Rise 8 when the going gets tough.

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Step – 2

Get Clarity

Where are you now in relation to your goals? This is also the time to discover your values. See our resources section of the website to find a list of common values.

When finding clarity, the clearer the better because you'll be installing a new operating system. The clearer your mind is, the more traction your new operating system will have. In management consulting, finding this clarity is known as the current or present state. Mindfulness is the best way to get this clarity. We can help with this! Hint: meditation is key.

Extra bonus! Research is now showing that mindfulness is correlated with grit. You want big things? Be gritty. Want to be gritty? Get mindful.

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Step – 3

Strategize

What are the tangible steps you're going to take? Break down big things to small steps. A mountain is climbed one step at a time. Plan your route. This will help bring you into the present moment and handle what is currently in front of you.

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Step – 4

Do!

Take the first step. Use conscious iteration and take advantage of neuroplasticity. Get “there” (accomplish your goals and embody leadership) through iteration and habit (step up to bat over and over again... Rise8). That’s how to take advantage of neuroplasticity. Create those new neural pathways. Reps! Not perfection. Rise and rise again. I used to hike a lot and when you’re on a hillside with a lot of switchbacks, you’ll find that people take a shortcut. The first few people that take that shortcut don’t really leave a trace. But the more people that start to take that trail the more it becomes the norm and the old grows over. This is what happens in your brain with neural pathways. The first several times you try something, it’s rough. You’re bushwhacking. You’re stepping in unknown places. But the more you do it, the smoother and smoother the pathway becomes, over time it just becomes the way you do things.

There is an acronym I teach my clients for when they feel like they are bushwhacking: WIN, which stands for “What’s Important Now?” Make a habit of asking yourself this question as you work towards your goals. This will help bring you into the present moment and handle what is in front of you at this moment. That’s all you can do. Just one step at a time. What’s important now?

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Step – 5

Recovery and reflection.

Recovery needs to happen consistently throughout this process. This is where you can then decide if you need to pivot before taking more steps. Meditation throughout the process helps with the feedback loop. It provides you clarity through hard times and allows you to incorporate feedback you're learning into each step. This is how you grow and accomplish anything you choose!