



JIM HARSHAW JR.

Revealing Failure as the Path to Success

Success Through Failure Podcast

Action Plan Episode #190

Michael O'Brien

Michael O'Brien is a sales and marketing executive business coach who helps leaders slay their internal feelings of worry and doubt so they can achieve complete success for themselves and their teams. Before starting his executive coaching firm, Peloton Coaching And Consulting, Michael spent over two decades in the pharmaceutical and bio industry in roles that ranged from sales to marketing to executive leadership.

Now, Michael helps other business executives and entrepreneurs realize their potential by changing the conversations they have with others and themselves. He's also the author of the bestseller *Shift: Creating Better Tomorrows*.

Quotes

"We can learn from our failures. We can learn from our hiccups. But we can only get there if we have awareness and acceptance."

"There are moments of intensity and focus where we may be hustling, but there is also moments of recovery so the body and mind can restore itself. This allows us to become stronger tomorrow than we are today."

"Words do matter. But tone, energy and body language also communicate a lot."

About The Pause Button 13:30 - 14:22

I don't think you need a big accident like I had to make change happen in your life if you can bring a level of awareness into your life. I think if I go back and look at my life prior to my last bad day, I had moments where I just blew past them. Moments of awareness coming from the universe or wherever it might come from... 'Hey Michael, you're not necessarily living the life that you could live.' I'd just brush it off. I'm too busy. I got stuff to do. I'm *doing* so that I can *have*. I'll worry about the *be* later.

What I realized along the way with the big pause button that was the accident, is to connect with more awareness and to truly value the pause button."

About Shifting Our Mindset To Be A Better Leader 23:20 -24:20 & 25:20 - 26:20

"We all have that self-doubt that we're not good enough. When it's time to take that shot or innovate, we're like, 'You sure you want to do that?' So we have that personally, a story in our head that doesn't serve us. But we also, as leaders, tend to make up stories about people we see, the people we work with. We tell ourselves these stories as a way to protect ourselves, like our friend or foe, fight or flight reaction. It serves as wedge so we don't necessarily build the type of connection that we can build.

So going back to awareness and the value of pausing, when I work with my leaders, we try to uncover what stories they're making, the conversation they're having with themselves. In order to diagnose what's happening, whether it's really skill, as a leader, our job is to work with them to help them build their skill. On the other side, it could will. It could be things around self-mastery. Maybe their inner critic or their self-narrative is limiting their potential. So as a leader, it's our job to sit with them and say, 'Hey, you know what? I really care about your success. But I see that you're not necessarily showing up in the way that you could. I'd love to sit down and talk to you about that. How can I support you here?' as opposed to from a distance, judging it and coming up with a story. That story is then influencing the leader's energy and how they communicate outwardly to their team members."

About Learning to Appreciate Support and Keep Our Ego In Check 31:53 - 34:52

"When I think about failure, when I took a risk, it goes back to my corporate days. My team was as big as a thousand at that moment in time. I decided to come up with a new incentive compensation plan that was going to turn incentive compensation on its head within our industry. I thought I had it all figured out. I thought I had prepped and I had enough buy-in. I was missing a key piece, that was all about my colleagues at the executive level. Many of them had very traditional views of incentive compensation. When some team members - my reps, that is - were struggling with the change, they started listening to some of the people who were also struggling with the change. It created a big problem for me. It made it harder to move this initiative, going forward. I thought it was going to be great. People were going to be like, 'This is awesome, Michael. You saved us from incentive compensation purgatory.' Any rep out there knows that incentive compensation is so important to how you live your life but it is also sometimes a big mystery.

What I realized is I didn't have enough support with my colleagues. I took their support for granted because I was one of them. I thought, 'We're just going to be a band of brothers and sisters.' I didn't have it with certain members of that executive committee. It was almost we were trying to pedal into a massive headwind. As a result, the program lost its momentum and we went back to a very traditional approach. But through that failure, I learned a valuable lesson of one, not taking things for granted but making sure that we have support from around the circle. I had support from my team and my sales leaders but I didn't have enough executive support, or support all-around in my peloton. Number two was to check my ego, and also taking the time upstream to gain the support that is needed with any type of change.

Action Items

1. Grab a PBR (pause, breathe and reflect) throughout the day. They're great between meetings, before a presentation, before a big pitch. It helps us set intentions and be more present.
2. Somewhere throughout your day, spend a few moments in gratitude so you can frame out your day. The human brain is hardwired to pay more attention to threats rather than the good things in the world. Turn it back to why you are grateful for these moments.
3. Don't wait for perfect. Even if you're a leader within a corporate environment or an entrepreneur, just put yourself out there. Raise your hand. Ask that question. Show up in the service of others. Share your goodness and your passion with people around you. It doesn't have to be perfect. Once we can put ourselves out there, then we can make iterations upon iterations.

Free Blueprint For Success

<https://jimharshawjr.com/blueprint/>

Website and Social

Website: <https://www.michaelobrienshift.com/>

Twitter: <https://twitter.com/roadieob>

Instagram: <https://www.instagram.com/michaelobrienshift/>

Facebook: <https://www.facebook.com/pelotoncoaching>

