

## 5 TIPS FOR MORE IMPACT AS AN EXECUTIVE



### 1. Take good care of yourself

Time and again, I notice something in my coaching sessions with executives – they overdo it. They have one meeting after the other and work until late at night to get their tasks done. They forget self-care. Hence my advice: take good care of yourself. Give yourself time to relax and clear your head. The only way to take good care of your employees is to take care of yourself first.



### 2. Plan reflection time in your diary

The pressure for results is high. A lot of managers focus on 'doing'. They keep going, even when things are difficult. They don't take time out for reflection. And yet, any kind of development starts with awareness of your own behaviour. Awareness starts with looking in the mirror and consciously asking yourself some questions. How did this project turn out? What did I do well? What could I have done better? Question yourself regularly and ask for feedback from those around you. If you want some objective feedback on your strengths and weaknesses and to improve your self-awareness, [check out my one-day Talent Scan](#).



“Follow effective action with quiet reflection.  
From the quiet reflection  
will come even more effective action”

- PETER F. DRUCKER -

Don't only reflect on the past. Practise feedforward. Pick one behaviour that will make a positive change in your life, for instance, being a better listener. Ask your key stakeholders: “Can you give me ideas how to become a better listener in the future?” Don't critique the ideas, just say “thank you” and do what you can. Strive to continuously switch between action and reflection.



### 3. Network

We all know how important networking is. And still, we often don't or hardly practice it. Do you want to achieve something quickly? Then it is important to know the right people inside and outside your organisation. So, take care of your network and maintain it – it will give you back a lot in the long run. When meeting new people at networking events, take advantage of the situation and bounce your ideas off them. Approach someone and just say: "I have an issue with... and I was thinking of doing ... What do you think I should do?" People love to help. It's a great way to get connected and you might gain a lot of helpful ideas too.



### 4. Listen actively

Take time to actively listen to the needs of your customers, colleagues, and employees. The better you know your employees' needs, the more you can respond to them. Know what your employees' motivations are and listen to their concerns. You will learn what they care about, and it will be easier to motivate them. After all, employees have their own expectations and needs, so take time to get to know them. Did you know there are 4 levels of listening? During my [two-day leadership workshop](#), we discover and practice each level in detail.



### 5. Don't take yourself too seriously

Although business is all about achieving targets, we are all still human beings with our own limitations. Putting things into perspective and injecting some humour now and then makes you more attractive to others. After all, humour is contagious, and humour connects. People like to be surrounded by positivity. And the more people appreciate you, the more likely they are to want to do something for you, and so the more engagement you get as a manager.

#### Do these tips resonate with you?

Do you have a deep desire to become the best leader you can be?

Let me guide you in your leadership development journey.

[Book your complimentary inspiration session today.](#)



#### About Heidi Kempenaers

Since I was a young girl, I've been intrigued by the endless variety of people. As a psychologist, I combine my three areas of expertise - assessment, coaching, and leadership training - in one program: **'Accelerate'**. It's my mission to coach C-level leaders and directors to accelerate their leadership growth. By translating the essence of psychology into hands-on approaches to working with people, I help executives become the best manager they can be.

[Discover my personal story here.](#)