

NO. 1 OCT./NOV 2020

TIME TO THINK, TIME TO LEAD

# LEAD ON

ANN COLLINS COACHING

## WHY IS COACHING SO POWERFUL?

Meet Arati Kilroy and find out how coaching helped her to launch her tea business in Oxford.

## LOST YOUR MOJO?

Put procrastination behind you and feel motivated and energised!

## NEW PODCAST: LEADERS WHO LOVE WHAT THEY DO

Discover who I'll be talking to and why

# LEAD ON

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YES, IF THEY WANT TO...**

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# LOVE TO LEAD? IS IT POSSIBLE?

Welcome to the first edition of the Ann Collins Coaching online magazine bringing you news, views and insights into leadership issues in the current context.

In this edition, we're looking at what it takes to enjoy being a leader: is it possible to turn around a situation where leadership is stressful, frustrating and challenging on a daily basis into something where leaders find their flow?

As we find ourselves in Sept 2020 in a world where the only certainty is uncertainty, with many companies facing financial difficulties and unemployment for many is real risk, this question is urgent and serious.

In this edition, allow yourself to revisit some basics around procrastination, motivation and managing emotions, which seem to be vital right now and be inspired by a leader and facilitator who brings teams together from seemingly positions of opposition and even conflict.

With warm wishes

Ann

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Ann Collins  
Executive and Leadership Coach

# LOST YOUR MOJO? DISCOVER THE SECRET TO OVERCOMING PROCRASTINATION

ANN COLLINS

**Three weeks ago on a sunny afternoon at the end of August here in France, I sat down to write this article. Everything was set: I'd done some research, I had an hour free, even a cup of tea was to hand. I was motivated to get it done. It was all going to be done and dusted before lunchtime. And then I remembered my to-do list...**

Procrastination, low-level or not, can be a quite debilitating habit. So what causes it? And what can we do about it? "Just get on with it! Stop faffing!" I hear you, however it appears that it's not that simple.

Procrastination is as old as the hills. The word derives from the Latin, *procrastinat* meaning "deferred to the morning". If it were just until the morning, maybe that would be ok, but when it's 3 weeks or even 3 years, it's starting to be an issue. The Latin definition doesn't adequately describe the self-sabotage involved: "I'll avoid doing it even though it would be better not to."

Why do we procrastinate if it's so bad for us? Some would say it's because they lack self-discipline or that they're lazy. However, Dr Piers Steel, author of "The Procrastination Equation: How to stop putting things off and start getting stuff done" suggests that it's our inability to manage a negative mood or emotions and not our inability to hack into our motivation.

Steel proposes an interesting equation: our expectation to succeed (we could call this confidence) and the value we attach to the task versus our impulsivity. He argues that those who are more impulsive are more likely to procrastinate as they value the immediate reward and this is often not available to us with more complex or longterm tasks. You could look at the example of starting to train for marathon: the results will not be immediate for most! Therefore to decrease procrastination we need to increase our confidence and the value we attach to the task and simultaneously decrease our impulsivity to accept the delay of the reward for completing the task.

So the good news first! Procrastination is not an inherent personality trait that is fixed. Assuming that we value the task and that the reward for completion (even if it is a mini-goal) is attractive and imminent, key seems to be fixing our expectation that we will succeed.

Which emotions could block us at this point? Anxiety, low self-esteem, boredom, resentment, frustration could be among the sources. Fear of what others might think or how we may be judged is a common one.

In order to change, it's sometimes helpful to understand more about what procrastination actually is doing for us positively. In those moments of avoidance, we are therefore taking a short-term decision to remove the discomfort. A perfectly sensible and understandable solution at this point is to stop the process, delay starting or continuing in order to protect ourselves from the negative thoughts. This causes magnificent short-term relief that is addictive! I avoided the pain!!

However, as we all know, this short-term relief only serves to compound the problem and reinforces the negative thoughts and emotions. It's so easy to see why this becomes a habit. We prioritise the short-term gain and procrastinate. The long-term pain is potentially very limiting: this limiting habit can lead to stress, problems at work and at home and possibly to poor mental and physical health, depending on the context.

The solution however is within reach. Having identified this pattern, we are already halfway there to moving forward. There are many ways to explore, but one of my favourite is this question:

What would you do if you really didn't care about what anyone else thought?

## "WHAT WOULD YOU DO IF YOU REALLY DIDN'T CARE ABOUT WHAT ANYONE ELSE THOUGHT?"

Answering this question doesn't negate or downplay the difficult emotions that we are perhaps experiencing, but it does, for some, offer a way to unlock the door towards action.

Accept the emotion, plan the way forward and then do it. do we procrastinate if it's so bad for us?

The second boost required in Steel's model is in the value part of the task: how important is this task to me? This can be challenging. Think of a task that is going to involve patience, time and possibly not much joy. What will this enable you to do? If you don't do it, what will you not be able to do?! It's worth persevering to find a value in the activity that will kickstart your motivation to get on! Unless, of course, you actually don't want to do it... be aware of that too! Maybe procrastination and actually not doing the task is the best option.

A final tip for you. Imagine how you will feel when you've done the task! What is the reward? Be kind to yourself!



## COACHING CASE STUDY

# "MAKE TEA TIME THE NEW ME TIME"

Arati Kilroy, CEO and Founder of  
NepalTea.Love



Exuding enthusiasm and passion for her tea business, Arati recently presented her speciality teas to a group and made some sales. Effortlessly. She's a natural and with a business that is close to her heart, her family and her own love of reaching out to people, it seems she's in a good place.

Just two months before, she started a 1:1 coaching programme comprising of 6 sessions with the aim of deciding how she wanted to move forward with her career. In her work in the hospitality sector, there was a very real risk that she would be made redundant from a job that she really enjoyed, she was feeling down and worried about the future. At the same time, for a long time, the idea of setting up her own business importing tea from "home" in Nepal, had been simmering away and she was wondering if she should and could do it!

Click [HERE](#) to hear how she got on!

To explore Arati's website and order some of her fabulous tea: [nepaltea.love](http://nepaltea.love)

If you would like to know more about how 1:1 coaching could help you, get in touch for a chat.



# PODCAST

just launched!

WITH  
ANN COLLINS

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LEADERS  
WHO  
LOVE  
WHAT  
THEY DO

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## SEASON 1 HAS STARTED

Released mid-September 2020, my new podcast is for leaders, would-be leaders and experienced leaders. I'll be interviewing inspiring leaders who are passionate about their work and are happy to share their stories and experience.

Follow the podcast by signing up to receive notifications here:

[www.anncollinscoaching.com](http://www.anncollinscoaching.com)

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Listen with curiosity...listen with the idea that somebody can challenge you and be open to the possibility that your way of doing things might not be the best...you will have such a diversity of opportunities available to you.

**Helene Jewell**

Facilitator, CEO and Founder Jewell Facilitation

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***LEADERS WHO LOVE WHAT  
THEY DO***

*Podcast with Ann Collins  
S1 Episode 1*



## LISTEN HERE

Helene Jewell, a professional Facilitator and entrepreneur, talks with passion about how she works with creative teams with diverse and sometimes competing ideas to work together towards defining a strategy that enables them to move forward. A fabulous guest! Do tune in!

To discover more about Helene, please visit the podcast notes page [here](#).

She is on the board of the England and Wales International Association of Facilitators (IAF) and an RSA fellow, mum to two children, an outdoors swimming enthusiast, would be traveller and a big fan of doing things slightly differently!

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