

The objectives of my work are to have team members function as leaders in whatever positions they hold. Credibility and accountability are the ingredients that matter most.

Authentic leadership being the goal, all participants have to **THINK** about the *impact of their actions and roles have on the rest of the organization*. It is not about status. It **IS** about integration and defragmentation of the existing structure.

Yes, action items and tasks are important. Ultimately, it is how people **THINK** about what they are doing that makes it happen.

Thinking rather than doing doesn't get enough air time. Results simply require a map of the current process and a binding agent, like coaching, to congeal the loose ends.

*Michelle Cubas, CPB/VA  
Enterprise Coach*

- 
- **CORE VALUES**
  - **BEST PRACTICES**
  - **BEHAVIOR INTEGRITY**
  - **GENUINE COMMUNICATION**

*"Thinking well =  
Achieving well."*<sup>TM</sup>  
*M. Cubas*

**THE  
ORGANIZATION  
WITH THE  
SHORTEST  
LEARNING  
CURVE  
LEADS!**<sup>TM</sup>