

IS IT LONELY IN THE CORNER OFFICE?

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“Man is disturbed not by things, but
by the views he takes of them”

-EPICTETUS

What Does Corner Office Loneliness Look Like?

Why can't people make sound decisions anymore?

Am I the only person who knows how to do things the right way?

I have to solve all the tough problems.

I can't share my financial outlook for the company with anyone; even our CFO relies on my revenue forecast.

It's left up to me to manage our most important customer relationships.

I'd like an Advisory Board, but that's just more work for me.

Where did all this internal friction come from?

Nobody seems to get what it is we do around here!

I really don't know where to start to fix our culture.

It's a great plan but will it work?

It's such a struggle to get the data I need to run this company.

So much time is wasted managing internal conflicts and bulls%*t.

Why do I feel so boxed in?

I'm so glad to be at the office – it's my refuge from what's happening at home.

I am so glad everyone is leaving me alone

So... What is it really?

Corner Office Loneliness is likely your reaction to isolation with ambiguity, risk, and stress:

- Your business is under greater than normal stress putting the future in flux...
- The path forward is more unclear than normal...
- You feel isolated with respect to the details of the situation...
- You lack counsel, internal or external, to share the decision making...
- You are scared and/or worried with respect to risking a great outcome...



OVER CONTROL



CRITICIZE



AVOID / WITHDRAW



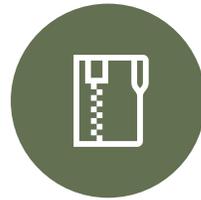
JUMP TO
CONCLUSIONS



OVERCOMMUNICATE
WITH OUTSIDERS



SEEK TO DELAY



IMPLODE

How do Executives React?

Faced with considerable stress, Executives can react to Corner Office Loneliness in a handful of ways

“We do not learn from experience. We learn from reflecting on experience.”

-JOHN DEWEY

Corner Office Loneliness...

Strategic:

Lacking connection to your customer's vision of the future

Lacking outside advisors / input

Losing touch with the mission

Lacking a company wide plan which everyone pursues

Running out of cash

Considering an exit, possibly received an offer

Corner Office Loneliness... (2)

Organizational:

Haven't developed a team which runs the business

Policies and processes are outdated

Lost the chain of command

Not promoting and "living" the company values

Plagued by hostilities within the walls

Making organizational changes, sizing up or down

Corner Office Loneliness... (3)

Personal:

Lost track of your personal connection to the business/mission

Not facing challenges directly

Facing challenges alone

It's upsetting to think of life beyond running your company

Personal challenges (health, home)

Bottom Line:

Any Loneliness you feel is common. You are NOT alone in that feeling. Your circumstances and the scenarios are very common. They are also unique, which exacerbates the loneliness.

Your Loneliness is the manifestation of a lack of TRANSPARENCY. You FEEL ISOLATED with your stress. It's based on a combination of factors, some stronger than others, such as: ambiguity; frustration; anxiety; pressure; isolation; dread; boredom...

Bottom Line: (2)

What keeps you
locked in
Loneliness is
ANGER, DENIAL
or FEAR.

Fear often results in one of three responses: Fight, Flight or Freeze. Determining “where you are” will indicate your next step:

- If in **Fight** mode, stop controlling and engage with others to address the challenge.
- If in **Flight** mode, stop avoiding and directly face the issues at hand.
- If in **Freeze** mode, initiate actions and move the issues along.

What Can You Do?

If you haven't already done one or more of these, consider...

Revisit your culture	Revisit your corporate Vision, Mission and Values and implement a values-based management model
Optimize performance	Implement an organizational performance system: OKRs, EOS, Gazelles, Four Disciplines, Value Builder...
Develop your team	Institute practices and policies which drive self-reliance and inter-dependence of the managers leading business execution
Act	Adopt the Marine's "70%" Decision Making Test and apply it to stagnant decisions
Lean on others	Recruit and LEAN ON an Advisory Board
Plan your future	Speak with a Wealth (and/or Retirement) Planner and develop alternate exit plans

The Loneliness comes with the territory: CEOs don't flock

The Loneliness is a signal – treat it as such; it need only be temporary

Bottom line – it's a people thing: better involvement; focus on results; better conversations; delegation; culture; trust; planning...

You already HAVE the courage to face your loneliness

People are ready to help

The Good News...

“If you don’t make things happen,
things will happen to you”

-ANONYMOUS

THANK YOU

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