

Instant Consigliere Practical Examples of Support.

“The service offering looks impressive, I’m still not sure what I would reach out to you about, and how you could support me. Can you provide some illustrative examples?”

Cultivate Unshakable Resilience

Sarah, the CFO of a large multinational corporation, has been feeling increasingly stressed and fatigued as she navigates a complex merger and acquisition process. With long hours, high-stakes decision making, and constant stakeholder demands, she is concerned about the toll on her well-being and the potential impact on her leadership effectiveness.

As her Instant Consigliere, I would first help Sarah build self-awareness around the specific sources of her stress. We would explore research-backed strategies for managing her energy levels, such as implementing regular breaks, optimising her sleep and nutrition, and elite performance protocols such as intermittent fasting, cold showers, and red light therapy. I would also equip her with techniques for reframing challenges, managing negative thought patterns, and maintaining a positive, solutions-focused mindset.

Additionally, I would work with Sarah to develop a customised resilience plan, identifying concrete steps she can take to fortify her mental, physical, and emotional reserves. This might include setting boundaries, delegating more effectively, and cultivating a strong support network. I would also equip Sarah with the latest research backed productivity tools to manage excessive workload so that her working day can follow a more natural cadence of peak exertion and renewal. By providing ongoing guidance and accountability, I would help Sarah form new habits that ensure she the resources to not just survive, but thrive, in the face of ongoing demands.

Daily Check-in Example

Sarah, reaches out via text message one morning saying she's had a bad night's sleep and is feeling overwhelmed. "I've been working around the clock to get this merger done, and I'm starting to feel like I'm running on empty. I can barely keep my focus during meetings and I snapped at my team yesterday. I need help before I completely crash and burn."

As her Instant Consigliere, I would respond quickly with by voice message providing with some much needed empathetic support and initial guidance:

"Sarah, I'm so sorry to hear you're feeling this way. Nothing worse than broken sleep. It's completely understandable given the immense pressure you've been under. Let's take a step back and go through some strategies to help you recharge and build your resilience. First, I want you to take a 30-minute break this morning to get away from your desk, and go for a brief walk outside. If you can get sunlight on your eyes, it will help reset your circadian rhythms and usher along morning cortisol and set you up for better sleep tonight. I will also

send you a 10 minute cyclical breathing audio guide from the Stanford School of Medicine, which will help restore your energy.

Then, let's schedule a 15-minute call this afternoon to dig into what's draining your energy the most, and co-create a plan to lighten your load temporarily. I know this merger is critical, but your wellbeing has to be the priority right now. I'm here to support you through this, so don't hesitate to reach out anytime."

After our call, I would follow up with a summary of the resilience-building tactics we discussed, such as delegating more tasks, setting firm boundaries around her schedule, and implementing a daily renewal practice. I would then check in regularly over the next few days to ensure she's making progress and provide ongoing encouragement and accountability.

By addressing Sarah's immediate distress with empathy and practical solutions, while also guiding her towards sustainable self-care habits, I would help her navigate this challenging period and emerge even stronger as a leader.

Foster a Culture of Exceptional Performance

Tom, the VP of Sales at a fast-growing tech company, is struggling to align his team around a shared vision and improve cross-functional collaboration. Silos have emerged, with different product lines competing for resources and struggling to deliver a cohesive customer experience.

As Tom's Instant Consigliere, I would first work with him to clearly define the team's overarching purpose, values, and strategic objectives. We would then co-create a plan to effectively communicate this vision and secure buy-in from his direct reports and key stakeholders.

Next, I would help Tom diagnose the root causes of the team's dysfunction, such as unclear roles and responsibilities, lack of accountability, and perverse incentive structures. Based on these insights, I would work with Tom to design targeted interventions, such as implementing regular cross-functional meetings, establishing clear performance metrics, and fostering a culture of continuous feedback and learning.

Throughout this process, I would provide Tom with ongoing coaching and support to help him navigate resistance, empower his team members, and model the collaborative behaviours he wants to see. By equipping Tom with the tools and strategies to build a high-performing, purpose-driven team, I would position him and his organisation for sustainable success.

Daily Check-in Example

Tom, messages me in frustration after a particularly contentious team meeting. "I thought we were making progress on aligning the team around our new go-to-market strategy, but things just fell apart again. The product leads are still hoarding resources, the customer success team is blaming sales for poor handoffs, and everyone is just pointing fingers. I'm at a loss for how to get these silos to work together."

As his Instant Consigliere, I would respond with a voice note offering both empathy and a constructive path forward:

"Sounds really hard, Tom. Trying to break down those entrenched silos is one of the toughest challenges a leader can face. But I believe you have the right vision and the skills to make it happen - you just need the right game plan. Let's take 15 minutes this afternoon to do a deeper dive. My immediate sense from our previous conversation is that you're falling onto the 'action trap', which is where leaders try to get results by telling people to do certain actions. This 'tell/do approach creates a low motivation cycle. We need to get people to really care, and the way you do that is to create new experiences that shape new beliefs about the importance of cross-functional collaboration. Take the time to Identify a memorable story about how your customer experienced a better service when functions were united and another where your customer experienced a poor service when they were incoherent. You can draw on stories from this company or a previous one you worked for.

During our call, I would guide Tom to identify specific actions he can take, such as implementing new communication rhythms, leveraging storytelling to get buy-in, and embedding key collaborative behaviours he wants to see through impactful forms of feedback and recognition. I would provide Tom with a detailed summary afterward and check in regularly to monitor progress and troubleshoot any new obstacles.

By giving Tom real-time support, strategic frameworks, and ongoing accountability, I would empower him to effectively address the team's dysfunction and cultivate a thriving, high-performing culture.

Navigate Organisational Politics with Confidence

Lisa, the Head of Innovation at a large financial services firm, is spearheading the launch of a groundbreaking new product. However, she is facing significant resistance from the more traditional business units, who are concerned about the potential disruption to their existing revenue streams.

As Lisa's Instant Consigliere, I would first help her map out the key stakeholders, their respective interests, and the underlying power dynamics at play. We would then co-create a strategic political plan to navigate this landscape effectively.

This might involve identifying influential allies within the organisation, crafting a compelling narrative to address stakeholder concerns, and deploying targeted lobbying tactics to build momentum for the innovation. I would also work with Lisa to further develop her interpersonal and persuasion skills, ensuring she can effectively navigate one-on-one conversations and formal presentations.

Throughout the process, I would provide Lisa with real-time guidance and coaching to help her anticipate potential roadblocks, respond to shifting circumstances, and maintain the political savvy needed to turn her innovative vision into a reality. By equipping her with the insights and skills to wield influence strategically, I would empower Lisa to overcome the organisational inertia and drive meaningful change.

Daily Check-in Example:

Lisa, reaches out with an urgent voice message. "I just got ambushed in a meeting with the CFO and his team. They're threatening to cut funding for our new product launch if we don't scale back our timeline and scope. I feel completely blindsided and I'm not sure how to respond."

As her Instant Consigliere, I would provide an immediate response to help Lisa regain her footing:

"Lisa, I'm so sorry you're dealing with this sudden roadblock. It sounds like it was a really stressful meeting and I sense there is a lot of underlying frustration and perhaps even anger here. You need to process that so it's not clouding your judgement. We've spoken before about how much music helps you, so let's draw on this resource. If you can find a private space, I recommend listening to a song that can help you rage, and then get a kitchen towel and wring it in your hands. It's a really discreet way of processing frustration. I will send you a YouTube link about that and a playlist of appropriate songs that I find helpful. Use headphones!

Strong objections are a call for deeper perspective talking. My question for you: what are the CFO's most pressing pain points and where might his rationale actually be correct? It might be frustrating that he's requiring you to change course, but let's take time to entertain the value of his judgement call. It might be an invitation to adapt the scope and timeline in a way that actually makes sense, and if not, at least you can reposition the product roadmap in a way that really speaks to his concerns. I'm reminded of my favourite corporate acronym: WIIFTITLE. What's in it for them, in their language! Review your product launch through this lens.

When you have a few minutes later this morning, let's hop on a quick call so I can better understand the key stakeholders involved, their concerns, and the best way for you to respond. I'll help you craft a strategic plan to address the CFO's objections, leverage your allies, and keep your innovation initiative on track. Stay calm and focused - together, we'll find a way to get this back on course."

On our call, I would work with Lisa to analyse the CFO's motivations, identify potential allies who could provide support, and rehearse approaches for reframing the conversation in a way that addresses his concerns. I would provide Lisa with talking points, suggestions for positioning the value proposition, and tips for navigating the political dynamics with poise and confidence.

Afterward, I would follow up with a detailed summary of our discussion and any action items, and continue checking in regularly to ensure Lisa is making progress. By giving her real-time guidance and ongoing support, I would empower Lisa to overcome this setback and successfully navigate the organisational politics.

Elevate Your Public Speaking Impact

Example: David, the CEO of a mid-size software company, has an upcoming investor presentation that will be critical to securing funding for his organisation's expansion plans. While a technically proficient leader, David has historically struggled with public speaking and often feels self-conscious about his ability to captivate audiences.

As David's Instant Consigliere, I would first work with him to uncover the root causes of his public speaking anxiety, such as self-doubt, fear of judgement, or a lack of preparation. We would then collaborate to develop a customised plan to enhance his public speaking abilities and presence.

This might involve techniques for managing nerves, such as controlled breathing and positive visualisation exercises. We would also refine his messaging to ensure it is clear, compelling, and tailored to the needs of his investor audience. I would then see if there are any ways his content could be translated into compelling stories to get emotional buy in. Additionally, I would work with David to improve his vocal delivery, body language, and overall stage presence, empowering him to connect with his listeners on a deeper level.

Throughout our preparation, I would provide David with opportunities to practise his presentation, offer constructive feedback, and troubleshoot any lingering challenges. By the time he steps on stage, David will feel confident and self-assured, able to deliver a polished, impactful performance that secures the funding his company needs to achieve its growth aspirations.

Daily Check-in Example:

The day before his big investor presentation, David, the CEO, sends me a worried text message. "I've been practising my presentation for hours, but I'm still not feeling confident about it. I keep stumbling over certain sections and I'm worried I'll freeze up when I'm up there. Can we hop on a call to go over it one more time?"

As his Instant Consigliere, I would respond quickly to provide reassurance and schedule a call:

"Absolutely, David. I'm glad you reached out - let's make sure you're feeling 100% prepared and confident for tomorrow. I've got 30 minutes available in the next hour if that works for you. During our call, I'll walk through the full presentation with you, provide feedback on your delivery, and give you some last-minute tips to help you nail it. Remember, you've put in the work and you know this material inside and out. Talk soon!"

On our call, I would have David run through the full presentation, providing real-time coaching on areas for improvement. I might suggest adjustments to his pacing, eye contact, and body language to enhance his stage presence. I would also work with him to identify and address any lingering mental blocks or areas of uncertainty.

Afterward, I would send David a summary of our discussion, including specific recommendations and a recap of the key techniques we covered (e.g. deep breathing,

positive visualisation, etc.). I would also check in with him briefly the morning of the presentation to provide any final words of encouragement.

By giving David personalised, actionable guidance in the critical final hours before his big moment, I would help him overcome his nerves, deliver a polished and impactful performance, and secure the funding his company needs.

Let's work together

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