WELCOME TO OUR QUARTERLY NEWSLETTER

Integrated Insights:

A Newsletter from ILS

A Note from ILS

We're excited to launch Integrated Leadership Systems' quarterly newsletter! Whether you've been coached by us, attended one of our trainings, or partnered with us on a larger initiative, this newsletter is our way of staying connected, being a consistent resource, and expanding our reach to serve even more leaders like you.

As we continue to grow and evolve, we want to share an exciting update: ILS is now a fully remote team. While we no longer operate from a physical office, our connection to clients and commitment to personal, impactful work hasn't changed. Most of our consultants remain based in Columbus, Ohio, and we're proud to now have a presence in Atlanta, Georgia with Hattie Hunter, and in Greenville, South Carolina with Lisa Beaty.

Despite this big change, our mission remains the same: *We are in the business of creating a sustainable future for the world community by empowering people to lead more effectively*. We're still passionate about in-person development—and now, we're even more equipped to bring that experience directly to you. While most of our one-on-one coaching continues to take place virtually for accessibility and flexibility, we love traveling to work with teams face-to-face when we can.

In this newsletter, you'll find leadership insights, practical tools, client success stories, and updates from our team. We hope this space becomes a trusted resource and reminder that you're not alone on your leadership journey.

Thanks for being part of the ILS community.
With gratitude,
Steve, M.J., Char, Jane, Aaron, Hattie, Lisa, and Mike

Rethinking Time Management:
How Your Beliefs Are Holding You Back

When we sit down with clients to discuss their goals, one of the most common responses we get is some form of the following statement: *"I need help with time management!"*

All of us are familiar with the cliché that "Everyone has the same 24 hours in a day." Reminding ourselves and each other that we need to make the most of our time and "seize the day" only feels like one more thing we've got to make room for. So how can we manage our time better and get more done?

Self-Reflection Is the Secret Weapon

The solution may not be about simply "getting more done," and, surprisingly, time management rarely comes down to staying laser-focused or becoming a scheduling guru. More often, it starts by looking inward—at the beliefs and behaviors that shape how we approach our time in the first place.

We've helped many of our clients increase their productivity and learn to be the master of their schedule. The key is in understanding what's behind our tendency to be pulled in many different directions, and in recognizing how we are allowing our time to be sabotaged. One of the first things to examine is the foundational principle of our coaching: how our beliefs shape our actions. When we begin to identify the beliefs, we are holding around certain scenarios, we can begin to recognize how they are keeping us from realizing our full potential.

For instance, when it comes to how we manage our time, we often don't recognize that we react to many different events throughout the day. Rather than having a creative plan for how we will organize our time and our tasks, we allow ourselves to be caught up in what many leaders have called "the tyranny of the urgent." And that tyranny? It's usually fueled by deeply rooted, and often false, beliefs.

FOUR PRACTICAL SHIFTS YOU CAN START TODAY

Identify the tasks you can control and build consistency around them. Predictability in the things you can manage frees up energy for the things you can't.

Do the hard things first. Tackling the most important (and often uncomfortable) tasks early builds confidence and momentum.

Create a plan for staying centered when the unexpected arises. You might not know what's coming—but you can decide how you'll show up when it does.

Practice delegating one task each week. Delegation is a muscle. Strengthen it by starting small and staying consistent.

- For some, it's the belief that they must keep everyone happy. This leads to reactive, people-pleasing behavior—dropping everything to attend to whoever is asking the loudest.
- For others, it's a need to control the outcome. If you believe things won't get done unless you do them yourself, delegation feels impossible, and burnout inevitable.

These beliefs are often invisible to us—until we pause and reflect. Solutions begin to appear when we can take some time for self-reflection. Examining our reactions to the events and issues that come up can inform us about how we are thinking about ourselves. It's important to remember that there are many things that will happen in a given week that are beyond our control and our foresight. It can be helpful to identify what part of our work with which we do have a measure of control. Taking the time to list what things are within our reach allows us to reaffirm how we plan on getting those tasks completed. That allows for us to have a more centered approach to the things, then, that are outside of our reach, those things that we can't account for or anticipate. While we can't anticipate what those things will be, we can often identify what area they have to do with, and we can also create a plan for how we will respond to the unexpected.

ILS Impacts:

Real stories of transformation from leaders we serve.

Here we highlight how ILS coaching, training, and consulting are making a difference—from breakthrough moments to steady progress, these stories reflect the power of leadership development.

Celebration CHURCH

This quarter, we're highlighting a dynamic team workshop we facilitated with the leadership team at Celebration Church in Hoschton, GA. Hattie and Lisa introduced a powerful new team assessment tool called BRITE from Leadership Circle—a resource designed to uncover team strengths and challenges while pinpointing the development areas with the greatest potential for impact. The results revealed a clear opportunity: producing results was their biggest hurdle. The team recognized they needed to put the right structures in place to reduce confusion, avoid redundancy, and replace hesitancy with confident action. The day was packed with insight, collaboration, and joy. The Celebration Church team walked away with a renewed sense of clarity—on how to keep moving forward and which direction would best support the future of their church. We were honored to be part of the momentum they're building.

Get to Know: Lisa Beaty

Lisa Beaty, ACC, is an executive coach with a master's in Executive Coaching & Consulting from Concordia University–Townsend Institute. Her passion is to see every client shining brightly as their whole and authentic selves.

She recently moved to Greenville, SC. Lisa enjoys DIY home projects with her husband, CrossFit, serving at church, and playing with her three dogs.

Event News

- **May 8th:** Mike is presenting to the Ohio Association of County Boards (OACB) in Columbus
- **May 14th:** Hattie is hosting a webinar with University of Georgia's Alumni Center on Controlling Your Emotions
- **May 19th & 20th:** Aaron, M.J., & Hattie are presenting at OHA's Annual Meeting & Education Summit
- **May 20th:** Lisa is presenting at CFMA in Orlando
- **June 2nd:** Steve presents at IAHSS in Phoenix, AZ
- **June 12th:** Lisa is the keynote speaker at the School Nutrition Association Annual Conference

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Coming Up: Leadership Webinar Series

We will be hosting powerful, practical webinars designed for professionals at every level, these sessions offer tools, insights, and real-life strategies to help you lead with authenticity, emotional intelligence, and impact. The cost to attend the webinar is $49. **The first 10 people to register will receive a discounted rate of $39!** Once you've registered, our team member, Jane Ahearn, will send you an individual invoice via email one week before the event. Don't wait—secure your spot to claim the discount!

Thriving Under Pressure and Stress - June 25th, 2025 at 11:00 am - 12:00pm

In today's high-stakes business environment, pressure is constant and so is the cost of ignoring it. This session is for leaders who want more than just to cope. Learn practical, evidence-based strategies to manage stress and anxiety in real time without losing your edge. You'll leave with toll to stay grounded, think clearly, and lead effectively, even when the heat is on.

REGISTER NOW: https://events.teams.microsoft.com/event/52c99b74-f4b7-4333-8447-3c614d0e9dd5@06fb2d4e-e826-435f-884a-5542ca30cbe8

HAVE ANY QUESTIONS ABOUT WORKING WITH US?

LET'S CHAT

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