Prepare for Our Call

Hi!

I'm Michael Hunter.

I'm excited to have our first conversation!

I've created this video to help you get ready.

Here we go!

Do you ever feel:

Hesitation to start the changes you know you need to make?

Concern that your changes will blow up in your and your team's face?

Uncertainty about how to determine whether your changes are succeeding or going off the rails?
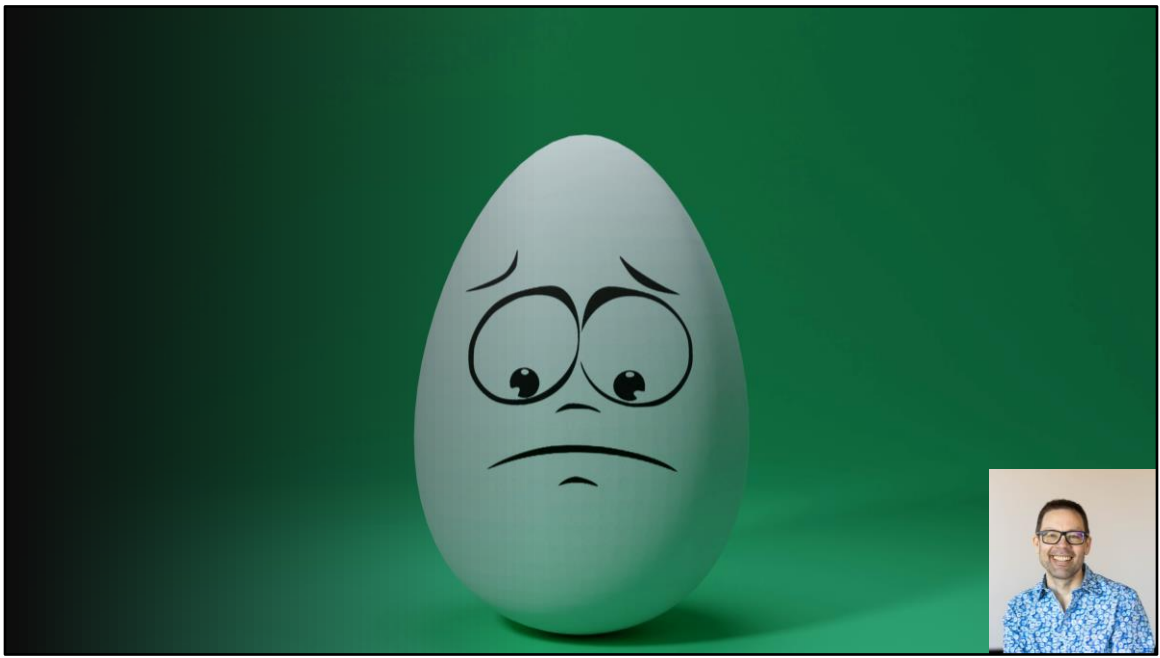
Difficulty maintaining focus and motivation?

Overwhelm from the impact your team is having on you, and you are having on them?

That you are spending all your time and energy fighting your systems and trying to make them work for you?

Does any of this feel familiar?

Well, you are not alone.

I have experienced each of these myself.

Time after time, I was assigned projects in which I had no interest.

Nothing about these projects lit me up.

At the same time, others on my team were champing at the bit to take them on.

Why didn't I feel I could speak up about this?

Why didn't my teammates?

I started experimenting with personality typing assessments. These showed me how to describe what I loathe and what I love.

I started examining why I felt I couldn't speak up about what I wanted. I removed block after block.

I started learning techniques for helping others hear me. I practiced these techniques. A lot.

As I took all these tiny steps and performed all these tiny experiments, I realized:

I was feeling less friction starting the changes I knew I needed to make.

I was less concerned that my changes would blow up in my and my team's face.

I felt more confident in determining the results of my changes.

Maintaining focus and motivation was becoming easier.

I was better at handling the impact my team had on me, and I had on them.

I was spending more of my time supported by systems that worked for me.

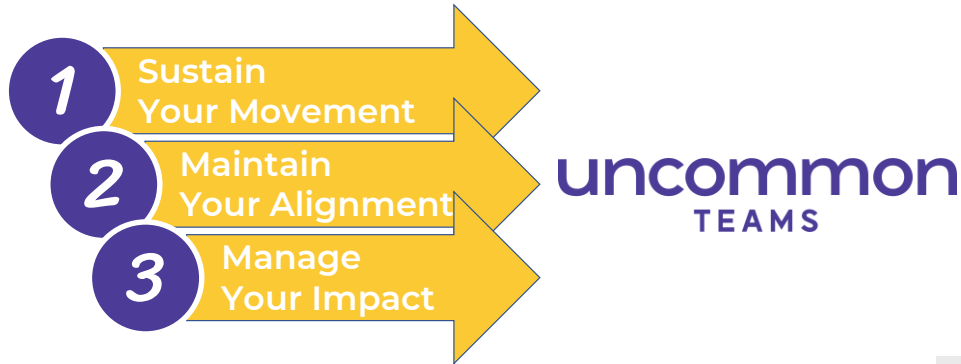I realized I was navigating change with confidence and clarity.

My teammates noticed.

They started asking me to help them do the same.

Now, I have helped hundreds of software leaders like you make the changes they need to make.

I've helped them move from building teams who struggle to building uncommon teams who meet goals with confidence and clarity.

As I have continued to help myself and others, I have developed a system that provides safety and structure as we work together to find your way to thrive through change.

Let's go deeper into each of these steps.

1 Sustain Your Movement

First, we'll start by converting any hesitation, reluctance, or uncertainty you might feel into confidence by making lots of small changes safely and securely.

Through this myriad of tiny steps and tiny experiments, you will build a solid foundation from which to make changes.

When I started working with Yamin, she was a shy, quiet engineer who hesitated to offer her ideas and opinions. Now, she is a successful engineering manager helping her team meet goals with confidence and clarity. "This process of finding small changes to experiment with has helped me take on challenges I would not have been comfortable with otherwise," Yamin says. "Now I can reframe any situation from "Oooh, that's scary" to "That's exactly what I want, and all it's going to take is tiny step after tiny step."

2 Maintain Your Alignment

Second, we'll continue the process by converting any apathy, confusion, or overwhelm you might feel into confidence by determining your definition of success.

Through clarity on your way of managing your motivation, you will experience ease and balance as you make changes.

I've watched Mario grow from a young tester into a seasoned Vice President of Engineering. Every step along the way, I've helped him understand what success meant to him. As he progressed in his career, I've helped him expand this out to include his teams. "You help my teams grow individually and as a unit by helping us dive deep into the team's core capabilities, personal traits, and emotions," he says. "You help us discuss how to take these qualities into account and leverage them for greater team success. This has enabled us to become more self-aware of who we are as a team. This has also enabled us to work more effectively together."

3 Manage Your Impact

Third, we optimize the process by converting any frustration, friction, or exhaustion you might feel into confidence by optimizing how you engage the world.

Through clarity on your way to sustain your relationships, you will refine your ability to optimize the changes you make.

Through practice sustaining your relationships, you will build consistency in optimizing the changes you make.

I started working with Heather when she was an intern. At that point, sometimes she felt energized, while other times she felt completely drained. She had been puzzling over why this happened and what to do about it.

Now, just five years later, Heather is a Lead Software Engineer. "A big factor in my rapid promotion has been your guidance in discovering how I work best," Heather asserts. "Now I know that working my way really is best for me even when it strays from typical workstyles or lifestyles. I feel confident now in my ability to sustain my energy levels."

"A second important factor in my career has been your help recognizing the effects I have on my teammates," she adds. "I am now much more aware of the impact I have on those around me. And, I am much more capable in managing that impact to their and my mutual advantage."

I help leaders in software...

Yamin, Mario, and Heather are three of the individuals I've helped.

I always start with the individual.

It is individuals, after all, who form teams.

Only when you and each of the individuals you lead start to have confidence and clarity in making changes can we help your team do so.

...build uncommon teams

Your team is its own person.

Your team has its own unique foundation from which it makes changes.

Your team has its own unique ways of managing its motivation.

Your team has its own unique ways to optimize the changes it makes.

As your team gains confidence and clarity with each of these, your team expands its ability to make changes and its consistency in doing so.

That expands your team's ability to contribute to your product, organization, and company and its consistency in doing so.

In this video, I've introduced how I've helped leaders like you achieve their goals with confidence and clarity.

I'm excited about our upcoming conversation. I hope I've whetted your appetite for that discussion.

Before then, won't you please let me know which parts of this video most resonated with you?

Please use the form below this video to let me know.

I'm looking forward to helping you build uncommon teams who meet goals with confidence and clarity!

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TEAMS

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