



A.C.Tivate Your Leadership Capacity

— A Quarterly Leadership Newsletter from LAY-Up Coaching & Consulting

Q1-2026

Practical insight, reflection, and inspiration for senior leaders aiming to increase productivity for themselves, their teams, and the organizations they lead.

Leadership Insight— A Timely Perspective to Expand Thinking

The leadership differentiator in 2026 is building capacity for the long game.

Leaders often work hard to cultivate relationships and results - this matters. Yet to sustain and win long term - it's about getting the fundamentals in place with your inner game.

What is the Inner Game of Leadership? It's centering your well-being, energy, and capacity to lead effectively as you navigate intense pressure and isolation.

Why? Because the risks are prevalent and expensive:

- 74% of CEOs report extreme stress; impacting decision quality and emotional resilience
- 61% of leaders report isolation negatively impacts performance
- 43% of companies reported losing half of their leadership teams to burnout-related issues.

How? Inner Game work will:

1. Protect & invest in energy and wellness
2. Build trust and influence in relationships

3. Enhance execution, focus, and adaptive decision-making

Result: Your next era of performance centers and grounds you... It's a business necessity. When you play at your best...everyone wins; You, Your Team & the Organization.

Building Capacity - what it looks like in Action

There are 3 capacity building blocks - SELF / RELATIONSHIPS / THE WORK. Start with Self / The Inner Game. The strength and stability of Self is the foundation for building capacity in your Relationships and in the Work.

Capacity in Self - Develop emotional resilience through self-awareness and wellbeing.

- Key strategies; practicing mindfulness, adopting a growth mindset, setting strict boundaries help you remain steady and decisive.

Capacity in Relationships - Strengthen trust and connection with others.

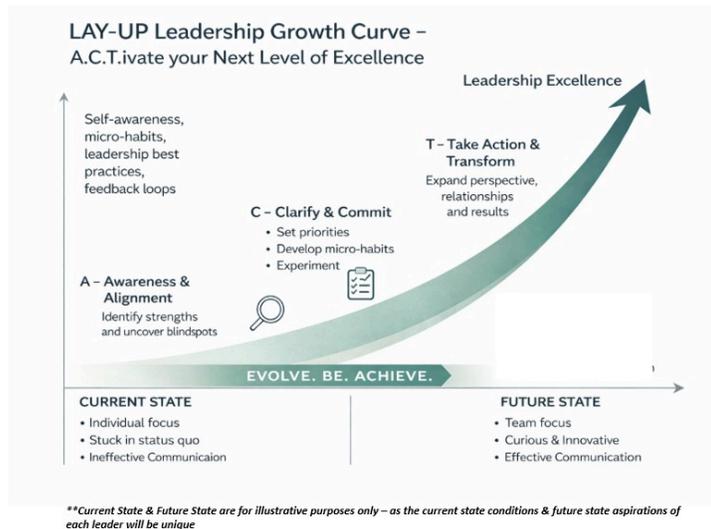
- Leverage strategic delegation, foster psychological safety, empower team autonomy and promote work-life balance.

Capacity in The Work - Clarify and simplify structure, systems & culture

- Center priorities, focus on the work that matters most and reward progress

The A.C.T.ivate Framework—guiding leaders to Align, Commit, Transform

LAY-UP Leadership Development Approach



Why ACTIVATE™ Works:
Grounded in neuroscience and adult learning theory, this framework builds the mindset, habits, and skills leaders need to thrive in complex, changing environments—developing sustainable behavior change

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A.C.T.ivate Your Week

A weekly planner to help you pause, plan, and prepare your priorities for the week.

Two Ways to Reflect & Plan Well in 2026:

1. A.C.T.ivate Your Capacity

Rather than reacting to what's urgent, clarify what's important — then design your time, energy, and focus accordingly. This tool provides a simple framework to help you build capacity through:

- Aligning how you lead
- Commit to what is most important
- Transform your impact and results

Small shifts. Big Impact. Sustainable Performance.

The A.C.T.ivate My Capacity worksheet will strengthen your leadership and center your well-being. How you show up for Self, your Team, and the Work reflects in your brand, relationships, and the bottom-line.

Access on the: [LAY-Up Newsletter & Resources](#) section of my website.

2. The Leadership Compass

Captures highlights and lessons from last year. Use them as guideposts to refine the activity, people, and work that inspires you. Knowing this clarifies your intentions and plans for the new year.

Access on the: [LAY-Up Tools & Resources](#) section of my website.

Questions you will find within

- What 3 things do I want to achieve?
- What 3 things will I let go?
- What 3 people will I rely on for support/accountability?

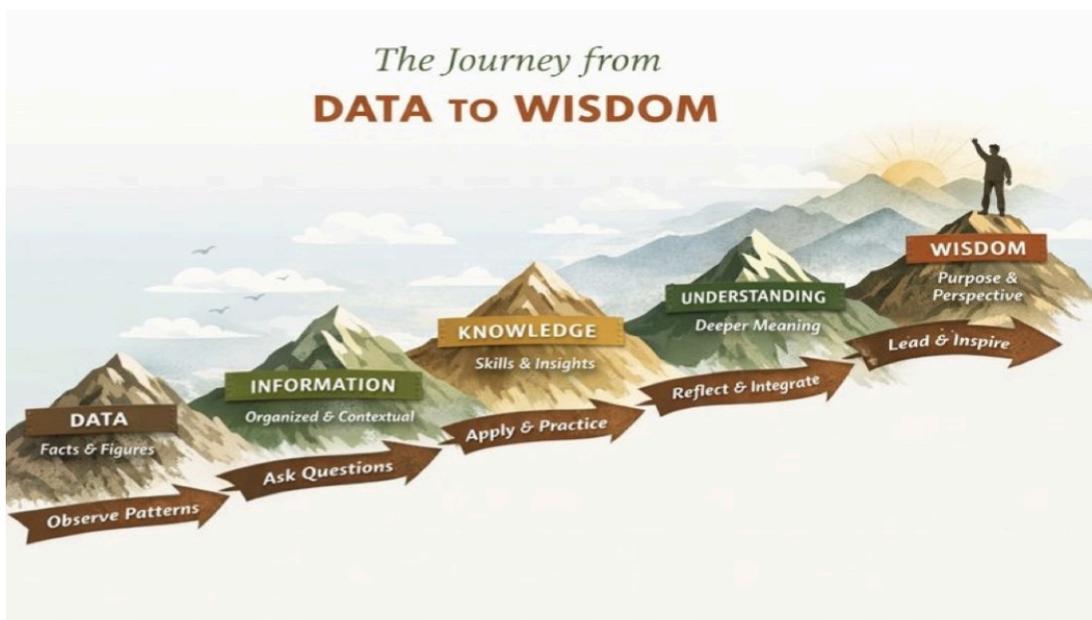
Coaching in Action

What change looks like in practice

Leadership growth requires more than insight—it requires behavior change.

According to a 2025 global leadership forecast, **80% of HR leaders say behavior change is the most important measure of leadership development success, but only 18% feel confident they can track it.** This gap highlights a core truth: leaders don't grow from knowledge alone; they grow when insight is translated into consistent action and understanding over time.

Leadership Growth—from Data to Wisdom:



In recent coaching engagements, leaders have:

- Strengthened communication and trust by asking more questions
- Shifted from over-functioning to more effective delegation
- Built sustainable micro-habits that improved focus and decision-making

What moves the needle isn't *doing more* -- it's doing what matters with intention and accountability.

Client Spotlight: A Small Shift, Big Impact

A senior leader known for intelligence and rapid problem-solving realized her strength was also limiting team contribution. She committed to a simple micro-habit: *pause → count → ask two questions before adding her ideas & suggestions.*

Within weeks:

- ✓ Team participation increased
- ✓ Psychological safety improved
- ✓ Her influence deepened and broadened

This shift didn't dilute her impact, it amplified it.

Coaching creates the space for leaders to slow down, think strategically, and lead in ways that align with who they want to be and the impact they want to have.



As you move through this season, consider:

- What am I being invited to activate right now? (mindset, choice, lean in, let go)
- Where might a small shift create a meaningful experiment?
- What habit, if practiced consistently, would strengthen how I lead?

I recall working with a CEO, who would often state, “We have no choice!” I reflect on that now, years later, how limiting that view is. We always have choices. They may not be easy, they may not make everyone happy - yet, we can center our values, purpose, and priorities and always come up with multiple possibilities to find our way forward.

A Quote and Powerful Questions

Reflection that unlocks possibility

“Between stimulus and response there is a space. In that space is our power to choose our response.”

— Viktor Frankl

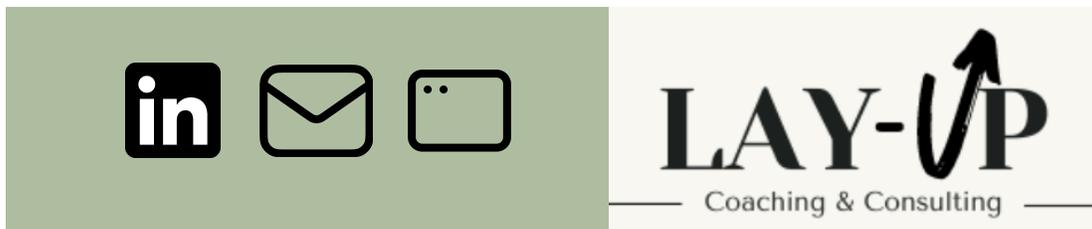
Let's Connect & Build Your Capacity

Lisa A. Yarussi

Founder & Executive Coach, **LAY-Up Coaching & Consulting**



I partner with leaders and organizations to build capacity, strengthen relationships and improve performance — grounded in neuroscience, positive psychology, and strategic leadership experience.



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