ISSUE 05
SEPTEMBER / OCTOBER 2018

HIGHER STATE

THE MAGAZINE FOR HIGH PERFORMERS

MEET THE TURNERNATOR

Elizabeth Turner - superlawyer and all-round gym machine shows us she means business

MAKE TIME FOR FITNESS

If you say you don't have time, reconsider your options

MAKE IT STICK

The secret to high performance that nobody wants to believe

MEETING MAGIC

A healthy way to have more effective meetings

HELPING TEAMS TO EXCEL

Edition 5, September / October 2018

Back in action!

That's right - Higher State magazine has been on a bit of a hiatus this year.

2018 has been a year jam-packed with a variety of exciting work - consultancy, training sessions, management programmes, events and even an urban retreat.

It's been a blast - and, to practice what I preach, I've been very focused on doing more with less this year. Quality over quantity.

It's extremely liberating to remove excess noise from your life - know your purpose, know your "why" and keep on your path with consistency and focus.

This month, I'm introducing lawyer extraordinaire Elizabeth Turner - an impressive City lawyer who excels in and out of the firm.

If you want to raise your game and learn from high performing superstars, this is the place to be.

Abi

ENABLING PEAK PERFORMANCE @ WORK

Is your team focused, productive and getting results?

Are your people energised, forward-thinking and high-performing?

Abi helps executives and teams to **build high performance habits** and achieve results with more focus, more energy and less stress.

Abi's unique High Performance Formula is a 360-degree system that enables teams to achieve top performance. Business Productivity strategies, Psychology and Physiological factors are all addressed.

Combining her extensive business experience with skills as a fitness and nutrition professional, Abi can help you to take your team to the next level.

Speak to Abi about in-house programme development, performance coaching, workshops and training.

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CLICK HERE for a Productivity 101 Masterclass

WORK WITH ABI

Ready to raise your team's performance, productivity, engagement and results?

Abi works with organisations to amplify team performance and productivity through workshops, coaching and strategic in-house programme development. She focuses on business productivity strategies whilst also incorporating psychological and physiological drivers of top performance (for example, mindset, attitude, exercise, nutrition and sleep).

Abi's corporate career led her to work internationally in private equity deal origination and acquisitions, banking, strategy and business management for over 13 years. She has also established her own businesses in the wellbeing and education fields, using her skills and experience as a Master Personal Trainer, Nutrition Coach and Pilates Instructor to bring a unique offering to clients that covers all angles.

Abi's 360-degree **High Performance Formula** can be applied to any team to boost productivity, energy, focus, engagement and quality results.

1 WORKSHOPS

- Practical, value-packed workshops that have an immediate impact on productivity and create a lasting, high-performance mindset
- Foundation level workshops focused on Business Productivity, Nutrition, Body and Mindset OR tailored staff/executive workshops catering for specific business requirements
- **CLICK HERE TO LEARN MORE**

2 COACHING

- Tailored coaching sessions for individuals and small groups, typically in the weeks and months following workshop sessions - designed to promote accountability and embed long-term performance habits
- Opportunity to tackle issues & roadblocks that sabotage performance
- **CLICK HERE TO LEARN MORE**

3 STRATEGY

- In-house programmes and initiatives tailored to organisational and team requirements - research, analysis and strategy development
- Design and development of solutions to increase productivity, lift engagement, lift performance and achieve business objectives
- **CLICK HERE TO LEARN MORE**

www.abigailireland.com

PRODUCTIVITY: YOUR NEXT 7 DAYS COUNT

Have Your Most Productive Week at Work

Back in late 2017, SkillShare reached out to ask if I could create a productivity class for its users. When I finally had the chance to sit down and work on my class, it was summer 2018 - rather ironic given that the topic centres around how to be more productive!

We all get our priorities confused at times. It's human nature. What's important is that we take precious time out to re-assess our plans, our priorities and our end goals.

Ask yourself what you are working on and whether this contributes towards your end goal. Is there something more powerful you could be doing that will get you results you seek more quickly and with more impact?

If you're stuck in a rut and need some assistance shifting into gear, watch my 24-min class on **"How to Have Your Most Productive Week at Work"** by clicking **here**. You'll get two months' free trial with Skillshare at the same time.

To just watch the class without signing up for Skillshare's trial, shoot me a note and I'll send you details. Enjoy!

Abi has worked closely with and advised senior executives on strategic direction, business improvement, colleague engagement and effective leadership over the years. For help to raise your team's performance and productivity, send a message to ask@abigailireland.com.

MINDSET: THE ART OF HABITS

Make it stick for the long-term

Habits...

They're a funny thing. Habits can really make or break a person. We may have bad habits that send us down a dark and dangerous spiralling path, whilst good habits can lift us up and drive us on to bigger and better things.

Everyone is familiar with habits and yet we still seek quick fixes to get results. From weight loss to saving money, we ignore the solution in front of our faces because we want an easier, faster way to win.

And yet, habits are the secret sauce of high performance. Some say it takes 21 days to form a habit. Others say this is more like 66 days. The truth is that there is variability along this scale depending on the person.

My view? Don't count the days. Focus on one day at a time and, even when you don't feel or see any progress, keep going. Results come from consistency and determined action, NOT from haste and impatience to get to the end. Enjoy the journey, give the process 100% each day and the results will follow - whatever your goal in work or life.

Mindset is just one aspect of high performance. If you want to be more productive and achieve more in less time, register for ***the FREE 10 Day Productivity Challenge that kicks off every Monday. One quick & easy challenge each day for 10 days to help you get on track.***

FITNESS: FIT EXERCISE INTO YOUR DAY

You don't have time? Change your mindset...

Over the years, I've spoken to hundreds of people who don't have time to exercise. It's easy to preach about the benefits of hitting the gym or a yoga class, but it's not always easy to take action in reality.

Lack of time, motivation, knowledge about what to do....all of these factors create challenges for those with good intentions. Add family commitments, children, elderly parents, household chores, excessive workloads and commuting to the mix - we're already tired thinking about this so the gym is definitely out of the question!

However, let's spin this around. Your time is filled by what you CHOOSE to prioritise. If your job is your number 1 priority, this will reflect in how you use your time. If family is crucial to you, you will allocate more time here. Instinctively.

When it comes to fitness, we forget how health and vitality play a huge role in other aspects of our lives, giving us energy, focus and a positive mindset.

Use these small tips to start moving, no matter what's on your plate:

- Take regular breaks at work to walk around for a few minutes or up or down stairs
- Do gentle back, neck and leg stretches at your desk every hour
- Stand on your commute (often that's non-negotiable) or walk / cycle when possible
- Suggest walking or standing meetings with colleagues (be brave enough to stand alone!)
- Exercise first thing in the morning, before the working day can sidetrack you

Abigail is a qualified Master Personal Trainer, Pilates Instructor and certified Precision Nutrition coach. She integrates Physiology into client performance strategies and workshops.
To learn how physical wellbeing impacts performance, email abi@abigailireland.com.

www.abigailireland.com

NUTRITION: FOOD FOR THOUGHT

One of the strangest things about office life is the expectation that staff should be super productive all day, every day - and yet, employers do very little to support this in reality.

I've sat in countless meetings that run through lunchtime, when everyone is clearly hungry and unable to concentrate. On the other hand, some companies generously provide refreshments to support their people through long meetings or training sessions.

The irony here is that the usual menu items include sandwiches, sweets, fruit juices and fruit - some of which is fantastic but all of which generally promote blood sugar hikes and crashes.

Not the best when you expect people to be on the ball, thinking clearly and fully focused.

Instead, be prepared for meetings and bring your own snacks to keep mood, concentration and creativity at a peak.

The essentials?

- Lots of water to stay hydrated (infuse with cucumber or lemon for flavour)

- Green tea

- Almonds, walnuts and hazelnuts (with a few bits of dark chocolate if you like)

- Blueberries

Make food choices that sharpen your mind. *Find out more about workshops, coaching and programmes for your team: abi@abigailireland.com.*

SPINNING TO THE TOP

Q. What do you get when you cross an ambitious solicitor with a Psycle fanatic?

A. The Turnernator.

In more precise terms, you'll discover Elizabeth Turner - Of Counsel at law firm Morrison & Foerster's London office.

If you're in the corporate world and looking for an inspirational role model, read on and learn what Elizabeth does to keep control of her time, wellbeing, career and state of mind.

Highly Commended Woman Lawyer of the Year 2018

"DETERMINATION & PERSONAL DRIVE WILL HELP IN ANY SITUATION."

ELIZABETH TURNER

Elizabeth Turner is a true corporate warrior, with an impressive "work hard, play hard" mentality. She puts 100% into all aspects of her life, whether dealing with clients or hitting it hard at the gym.

Elizabeth understands that a healthy balance between business, body and mind is required for success - and she has a track record to prove it.

Abi's Observation: *I first met Elizabeth at the gym in Sydney (of course, where else?!). With great energy, a vibrant personality and a determined demeanour, Elizabeth stands out in the corporate world. She prioritises her health in an industry that has a reputation for long hours, high pressure and tight turnaround times. Elizabeth has a refreshing approach that proves you can always make time for health if this aligns with your core values.*

Key Takeaway: Having a successful career doesn't need to come at the expense of your health. In fact, spending more time on strengthening your body and mind serves to boost productivity and performance at work. Try it out for yourself.

HERE'S

ELIZABETH

Tell us about your career path and what motivated you to become a high flying City lawyer?

I have always sought challenging opportunities. I continuously seek opportunities to grow and to push my boundaries.

I grew up in a small town in Scotland studying in a state school. I read Law in Scotland and also in France. My passion and focus was international commercial law, so I moved to London when I graduated to start my career in one of the global financial hubs. I have been fortunate to develop my skills and experience in the world's leading law firm finance practices.

I am still based in London, however I have spent great time working in Hong Kong and Sydney. My international secondments took me out of my comfort zone. I developed my understanding of other international finance markets. My new surroundings encouraged me to think outside "my" box and my new habits sparked fresh ideas.

What barriers / obstacles have you faced in your career and how do you deal with challenges like this?

Every career will inevitably have roadblocks on the way to your ultimate goal. You will make mistakes and things will not go your way.

Resilience has always been one of my strengths. The difference between success and failure is whether you learn from those mistakes, get back up and persevere in the face of those obstacles and barriers.

Did you have any mentors and guides along the way?

Throughout my career I have always built my own “Cabinet” of advisors. I think it is important to have male and female mentors to benefit from a range of perspectives. It is also useful to find mentors who have dissimilar strengths and weaknesses to you. This is a more challenging relationship to nurture, however it may prove more beneficial as you have more to learn from each other.

Mentors are very busy people. A mentee must put in effort to get the full benefit of the mentor-mentee relationship. In particular, I take responsibility as a mentee for maintaining contact and organising meetings. I also offer to help potential mentors and continue to help out mentors to make it a two-way street.

How do you define success?

My definition of success is happiness and having the freedom to pursue my passions.

When we talk about other people’s success, we focus on the end result. However success is a process: it requires time, commitment and hard work. It is a long-term journey of determining who you are at your core and what you want your legacy to be.

What are your top 3 values?

Determination: Life does not always go as expected, however determination and personal drive will help in any situation.

Positivity: We are greatly influenced by those closest to us. A positive attitude will be infectious to your colleagues, your investors, your family and all those that you come into contact with. This positive energy will drive productivity and maximise performance.

"...success is a process: it requires time, commitment and hard work."

- ELIZABETH TURNER

Connection: If you can relate to others, your actions and your network will go further and deepen in importance.

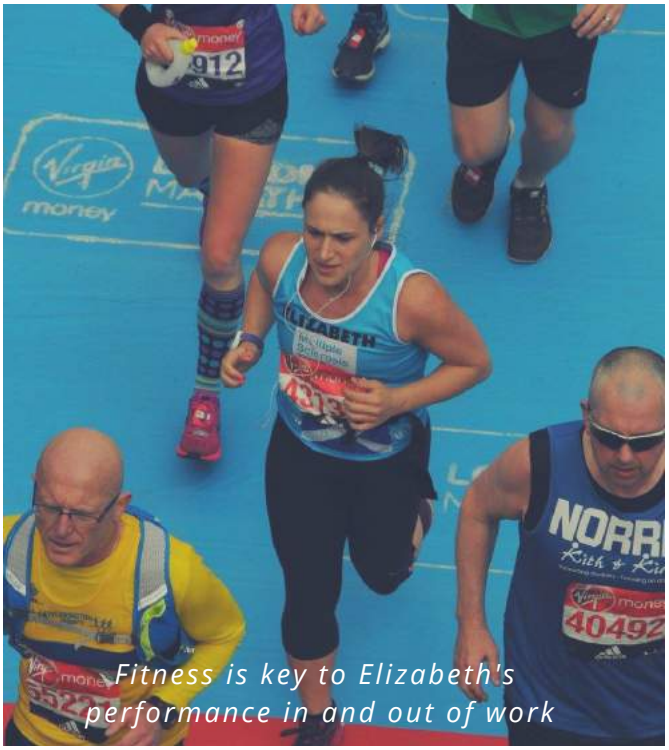
What does peak performance mean to you?

For me, peak performance is when I am "in the zone". It is when I feel strong and confident in all areas of my life but particularly my health, my work and my relationships.

You were recently Highly Commended as Woman Lawyer of the Year by the Law Society of England & Wales. On reflection, what character traits do you think have enabled you to be so successful?

I am hugely honoured to be recognised by this award. The award criteria were: (1) legal technical excellence; (2) success from a young age; and (3) inspiring women in the legal profession.

I have always been very driven and determined. I am genuinely interested in others. I think we underestimate the power of kindness and positivity.



Fitness is key to Elizabeth's performance in and out of work

Who are your role models?

I have many role models. One of the partners I trained with is a real inspiration to me. She is a standout lawyer in her field, a caring mother and a truly genuine person. She was also not afraid to be vulnerable and admit when things were tough.

Another contact of mine, Laura Tynan, is a role model for me. Laura truly inspires me by her positivity and enthusiasm.

"My morning ritual starts the evening before."

Smashing goals and completing the London Marathon in style

Laura has an infectious energy which radiates to everyone she meets.

Do you have a typical morning ritual?

My morning ritual starts the evening before. Each night I lay out my gym kit and work clothes and pack my backpack so I am ready to go in the morning. I wake up around 6:30am. My work is international so I check any emails that have come in overnight. This allows me to action anything urgent and to prioritise my day ahead. I drink a glass of hot water with lemon to kickstart my metabolism and a black coffee.

I walk to work (which is a fantastic way to commute in London!). However before the office, I hit the gym for my daily session. That session is the one part of the day where I am disconnected from my emails, my phone calls and my social media. I am totally unfettered by anxiety or to do lists.

With the pressures and distractions of daily life, it takes discipline and will power to implement this mindfulness and calm. However, it is just as important for my body as the physical benefits associated with my workout.

These bare basics boil down to my values at the lowest levels.

Fitness features highly on your agenda – why is it such an integral part of your life?

When I exercise, it lifts up all the other areas of my life. My health improves. In turn, I become more productive at work. And being productive fills me with energy, determination and motivation.

There is a common misconception that if business is not your top priority then you are not doing everything you can do to make your business successful. On the contrary, if I take time to exercise I am a better lawyer and I am happier in my personal life. Excellence in one area of my

Hiking in the Atlai Mountains, Mongolia

life promotes excellence in other areas of my life.

Achieving success requires determination, commitment and consistency. This is true for exercise and for all other aspects of my life.

You're often travelling with work and you have quite an unpredictable routine - how do you make time for exercise?

Being a City lawyer, my hours are long and unpredictable. However, exercise is the element of my life I find easiest to control. I work out early morning before the start of the business day. This workout is my personal "non-negotiable". It takes the guess work out of when I will squeeze in exercise during my hectic schedule.

I even exercise with my clients! This form of networking (which I call "sweatworking") is highly effective. You bond with your client over a non-work activity; it uses your time efficiently to achieve something non-work related; and it fills your client with endorphins!

What do you do in your downtime from work?

I love long walks followed by a glass of wine in a country pub. I also love to travel. My last adventure was trekking the ice-capped peaks in the Altai Mountains in Mongolia this summer.

~ CASE CLOSED ~

"Excellence in one area of my life promotes excellence in other areas of my life."

Get in touch to learn more about the superstars we feature in Higher State.

Know someone who lives and breathes high performance?

Send your thoughts and suggestions to abi@abigailireland.com

"BE HUMBLE, BE HUNGRY AND ALWAYS BE THE HARDEST WORKER IN THE ROOM."

DWAYNE "THE ROCK" JOHNSON

Thanks for reading Higher State! Look out for the Issue 06 in November.

What elements of performance and productivity would you like to hear about next?

Send me your views so I can bring you more quality content in the future.

In the meantime, stay productive!

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