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## Work & Careers

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### Tip of the week

#### **Increase your impact**

There are three things you can do to make the hours you spend working really count, says leadership coach and founder of BoldHR Rebecca Houghton.

First, control the pace. Set realistic expectations and negotiate for resources and time.

Second, spend more time thinking and planning and less time doing. It feels counter-productive, especially if you're action-oriented, but it will save you time and ensure your teams feel purposeful and clear.

Third, invest in influencing through your relationships. You'll achieve more (and faster) through your relationships than you will through traditional governance structures.

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