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| **[The next hill](http://stevenpdennis.com/2017/06/22/the-next-hill/%22%20%5Ct%20%22_blank) B**by Steve Dennis, President, SageBerry Consulting, a strategic advisory firm focused on innovation & growth strategy |

How many times have we said that we want innovation, change, growth, [maybe even a revolution?](https://stevenpdennis.com/2014/02/10/you-say-you-want-a-revolution/)

Sometimes we express these hopes and desires for our organization or society writ large. Sometimes our intention is directed squarely at ourselves. Whatever the case, too often we talk a good game but actually do very little.

Fear is one problem. Anything truly worth doing involves risks. And putting ourselves out there, sharing our ideas, committing to make a real difference, doing the hard, uncomfortable work, can be scary. Of course, much of this is pure imagination. As Mark Twain reminds us: "I've lived through some terrible things in my life, some of which actually happened."

The other problem is we greatly overestimate our ability to understand the future. And too often we think that our actions will lead to an easily predictable outcome. Too often we believe that with enough planning and analysis we can control the way forward. Too often without a clear view of all the steps to success we don't even take the first one. Our illusion of control and our flawed gift of prophecy all contribute to our stuck-ness.

Having a precise map for our next road trip is a solid idea. But being attached to that notion for journeys of innovation and profound change is worthless. The way forward for personal and organizational transformation is fraught with twists and turns, ebbs and flows, peaks and valleys. The moment we believe that before we can begin we need to be able to see our way clear to the end is the moment paralysis starts to set in.

Along our path, personal or otherwise, we will be climbing a series of hills. When we reach the top of each hill more will be revealed. What we couldn't see from the base will now lay before us. We will have the lessons from our trek. We will have a clearer view of the landscape ahead. We will have the confidence gained from having successfully completed our hike.

It's only complicated if we make it so.

Get pointed in the right direction.

Start moving.

Just make it to the next hill.

Recalibrate.

Rinse and repeat.

<https://stevenpdennis.com/2017/06/22/the-next-hill/>

**What have we become? (And what are we becoming?) A**

by Seth Godin, author, entrepreneur and teacher

Every day, we change. We move (slowly) toward the person we'll end up being.

Not just us, but our organizations. Our political systems. Our culture.

Are you more generous than the you of five or ten years ago? More confident? More willing to explore?

Have you become more brittle? Selfish? Afraid?

Grumpy and bitter isn't a place we begin. It's a place we end up.

Do we intentionally choose the optimistic path? Are we eagerly more open to change and possibility?

Every day we make the hard decisions that build a culture, an organization, a life.

Since yesterday, since last week, since you were twelve, have you been making deposits or withdrawals from the circles of supporters around you?

*People don't become selfish, hateful and afraid all at once. They do it gradually.*

When we see the dystopian worlds depicted in movies and books, are we closer to those outcomes than a generation ago? Do we find ourselves taking actions that make our conversations more considered, our arguments more informed, our engagements more civil? Or precisely the opposite, because it's easier?

Your brand, your company, your community: it has so much, is it still playing the short game?

When your great-grandfather arrives by time machine, what will you show him? What have you built, what are you building? When your great-grandchildren remember the choices we made, at a moment when we actually had a choice, what will they remember?

We are always becoming, and we can always make the choice to start becoming something else, if we care.

<http://sethgodin.typepad.com/seths_blog/2016/07/what-have-we-become.html>