BOOK IMPLEMENTATION GUIDE

# The Leadership Heartbeat

*From insight to a 90-day rhythm practice*

DAILY PULSE • WEEKLY WAVE • QUARTERLY PIVOT • ANNUAL SABBATH

A practical companion to *The Leadership Heartbeat*
by Silas A. Achu

BEGIN HERE

# How to use this guide

The book gives you a framework. This guide helps you turn that framework into a lived practice over the next 90 days.

Do not try to change every part of your leadership at once. Sustainable transformation usually begins with one honest starting point, one protected practice, and enough time for that practice to become real.

Move through the guide in sequence. First, establish what has been true. Then identify the rhythm that most needs attention. Finally, build a 90-day experiment that is small enough to practise and meaningful enough to change how you lead.

> THE AIM
>
> The aim is not perfect rhythm. The aim is a leadership life that can notice drift, return to alignment, recover wisely, and keep growing without being driven by constant pressure.

### What you will need

- [ ] A copy of *The Leadership Heartbeat*
- [ ] Your Leadership Sustainability Assessment result, where available
- [ ] A calendar you can change, not only observe
- [ ] Honest time for reflection
- [ ] One trusted person who can support your practice

### My intention for this guide

What do I hope will be different in my leadership 90 days from now?



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PART ONE

# Establish your current rhythm

Begin with what has usually been true over the last eight to twelve weeks — not your best week and not your worst day.

## My sustainability baseline

| Dimension | Current (1–5) | Desired (1–5) | What needs attention? |
|---|---|---|---|
| Daily Pulse | | | |
| Weekly Wave | | | |
| Quarterly Pivot | | | |
| Annual Sabbath | | | |
| Overall sustainability | | | |

## What has the present pattern been costing me?

**Personally**

**Relationally or within my team**

**In the quality or sustainability of the work**



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PERSONAL AUDIT

# Where rhythm has become grind

Mark the statements that have often been true. Do not use the list to condemn yourself. Use it to notice the pattern you have been normalising.

- [ ] I begin most days by reacting to demands.
- [ ] My work continues mentally even when I have stopped physically.
- [ ] I regularly give more than I receive.
- [ ] I postpone reflection until there is a problem.
- [ ] Rest makes me feel guilty, anxious, or unproductive.
- [ ] Too much responsibility depends directly on me.
- [ ] My team can feel my pressure even when I do not name it.
- [ ] I am producing, but I am not sure I am becoming healthier.
- [ ] Important relationships receive what is left after work.
- [ ] I have no protected rhythm for deep renewal.

**The sentence I most need to admit**


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CHOOSE A STARTING POINT

# Do not begin everywhere

Your starting rhythm is the place where a small, consistent change could create the greatest relief or alignment.

| Rhythm | Begin here when… | First practice |
|---|---|---|
| **Daily Pulse** | Your days begin in reaction, fragmentation, or disconnection. | Protect a consistent period of presence before performance. |
| **Weekly Wave** | Your weeks contain constant output with little replenishment. | Design one recurring block for receiving, recovery, and reflection. |
| **Quarterly Pivot** | You are busy but drifting, repeating problems, or carrying outdated commitments. | Schedule a structured review and make one clear adjustment. |
| **Annual Sabbath** | You are depleted at a deeper level and ordinary weekends are not restoring you. | Begin planning a protected period of extended rest and renewal. |

## My starting rhythm

☐ Daily Pulse ☐ Weekly Wave ☐ Quarterly Pivot ☐ Annual Sabbath

**Why this is the right place to begin**



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RHYTHM 1

# Daily Pulse

*Presence before performance.*

The Daily Pulse is the repeated return to what is true, important, and life-giving before the demands of leadership take over.

> **CORE PRACTICE**
>
> Protect 15–30 minutes at the beginning of the day for presence, prayer or stillness, orientation, and intentional choice.

## Notice the present pattern

What usually claims me first each morning?

What would help me arrive in my leadership before the work arrives in me?

## Design the practice

**When will this happen?**

**Where will I practise it?**

**What will I do during the protected time?**

**What boundary will protect it?**

**What is the smallest version I can sustain on a difficult week?**



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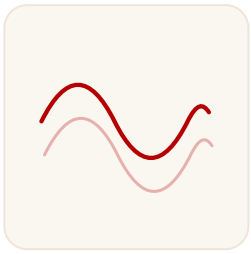
RHYTHM 2

# Weekly Wave

*Oscillation, not constant output.*



The Weekly Wave teaches a leader to move wisely between output and input, exertion and recovery, speaking and listening, giving and receiving.

> **CORE PRACTICE**
>
> Protect one recurring weekly block that replenishes what your leadership requires you to give.

## Notice the present pattern

Where is my week almost entirely output?

What form of receiving or recovery genuinely restores me?

## Design the practice

**When will this happen?**

**Where will I practise it?**

**What will I do during the protected time?**

**What boundary will protect it?**

**What is the smallest version I can sustain on a difficult week?**



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RHYTHM 3

# Quarterly Pivot

*Reflect. Recalibrate. Recommit.*

The Quarterly Pivot creates a deliberate pause to examine what is working, confront what is unhealthy, and make adjustments before drift becomes crisis.

> CORE PRACTICE
>
> Schedule a half-day review at the end of each quarter and leave with no more than three consequential adjustments.

## Notice the present pattern

What have I continued because it is familiar rather than fruitful?

What decision have I delayed because constant activity protects me from facing it?

## Design the practice

**When will this happen?**

**Where will I practise it?**

**What will I do during the protected time?**

**What boundary will protect it?**

**What is the smallest version I can sustain on a difficult week?**



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RHYTHM 4

# Annual Sabbath

*Deep rest for deep impact.*

The Annual Sabbath is an extended interruption of ordinary productivity for rest, remembrance, renewal, listening, and restored perspective.

> **CORE PRACTICE**
>
> Begin planning a protected period long enough for the deeper pace of your life to become visible.

## Notice the present pattern

What in me cannot be restored by a weekend?

What fears or responsibilities make extended rest feel impossible?

## Design the practice

**When will this happen?**

**Where will I practise it?**

**What will I do during the protected time?**

**What boundary will protect it?**

**What is the smallest version I can sustain on a difficult week?**



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PART TWO

# Lead from beneath the rhythm

Rhythms become mechanical when they are separated from the Foundational Laws and the character of the leader.

## The Three Foundational Laws

### Love *People are not instruments for achieving a vision.*

Where am I treating a person mainly as a function, problem, resource, or obstacle?

---

### Hope *Leadership must keep the future open.*

Where has pressure narrowed my imagination or made me communicate inevitability?

---

### Faith *A leader must learn to act beyond what can be controlled.*

What am I trying to control because trust, uncertainty, or dependence feels unsafe?

---

**One law to practise intentionally**

☐ Love ☐ Hope ☐ Faith

**The leadership situation where I will practise it**

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CHARACTER AUDIT

# The Five Core Values

Values translate the inner life of the methodology into observable leadership behaviour.

| Value | Behavioural anchor | My current edge |
|---|---|---|
| **Authenticity** | Be real, not perfect. | |
| **Excellence** | Honour people with quality. | |
| **Empowerment** | Multiply, do not control. | |
| **Compassion** | Lead with heart and strength. | |
| **Courage** | Do what is right, not merely what is easy. | |

**Authenticity** — Where am I performing certainty, strength, or competence rather than leading honestly?

**Excellence** — Where does better preparation or follow-through communicate honour?

**Empowerment** — What responsibility can I develop someone else to carry?

**Compassion** — Where do I need to understand a person without avoiding a necessary standard?

**Courage** — What right action have I been postponing because it will be uncomfortable?


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PART THREE

# Move from self to system

The Heartbeat is not complete when it remains only a private practice. It should shape team culture and organisational infrastructure.

## Leader PERSONAL PRACTICE

What must become true in my own calendar, habits, decisions, relationships, and recovery?

## Team TEAM CULTURE

What shared agreements, meeting patterns, communication habits, and relational norms need to change?

## Organisation ORGANISATIONAL INFRASTRUCTURE

What systems, policies, role designs, calendars, reporting rhythms, and decision structures should carry the change?

### The system change I will begin

What one change would stop this work from depending only on my personal discipline?



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TEAM CONVERSATION

# Practising the Heartbeat together

Use this page for a leadership-team or staff conversation. The purpose is not to score individuals. It is to create a shared picture of how work is being carried.

**Where does our team currently experience healthy rhythm?**

**Where have urgency and constant output become normal?**

**What do people need permission to say, stop, question, or recover from?**

**Which responsibility is too concentrated in one person?**

**What weekly or quarterly practice would improve both performance and health?**

**What would sustainable excellence look like in our next season?**



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PART FOUR

# Build your 90-day rhythm experiment

Treat the next 90 days as a deliberate leadership experiment. Choose one primary rhythm, practise it consistently, observe what changes, and recalibrate.

## My 90-day commitment

| | |
|---|---|
| **My primary rhythm** | |
| **The practice I will repeat** | |
| **The day or time it will happen** | |
| **The boundary that will protect it** | |
| **The person who will support or ask me about it** | |
| **The evidence that the practice is helping** | |
| **The date of my 30-day review** | |
| **The date of my 60-day review** | |
| **The date of my 90-day review** | |


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90-DAY PRACTICE

# Weeks 1–2

Use these pages for a short weekly review. Consistency matters more than length.

| WEEK 1 | Begin honestly |
|---|---|
| Primary practice | *Practise the smallest sustainable version.* |
| One thing I will protect | |
| One thing I will stop or reduce | |
| Person who can support me | |
| End-of-week observation | |

| WEEK 2 | Protect the boundary |
|---|---|
| Primary practice | *Notice what repeatedly tries to displace the practice.* |
| One thing I will protect | |
| One thing I will stop or reduce | |
| Person who can support me | |
| End-of-week observation | |


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90-DAY PRACTICE

# Weeks 3–4

Use these pages for a short weekly review. Consistency matters more than length.

| WEEK 3 | Reduce friction |
|---|---|
| Primary practice | *Prepare the place, materials, and calendar in advance.* |
| One thing I will protect | |
| One thing I will stop or reduce | |
| Person who can support me | |
| End-of-week observation | |

| WEEK 4 | Review the first month |
|---|---|
| Primary practice | *Keep what is helping; simplify what is not.* |
| One thing I will protect | |
| One thing I will stop or reduce | |
| Person who can support me | |
| End-of-week observation | |


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90-DAY PRACTICE

# Weeks 5–6

Use these pages for a short weekly review. Consistency matters more than length.

## WEEK 5 Receive, not only produce

| | |
|---|---|
| Primary practice | *Notice what replenishes your leadership.* |
| One thing I will protect | |
| One thing I will stop or reduce | |
| Person who can support me | |
| End-of-week observation | |

## WEEK 6 Practise a Foundational Law

| | |
|---|---|
| Primary practice | *Choose Love, Hope, or Faith in one live situation.* |
| One thing I will protect | |
| One thing I will stop or reduce | |
| Person who can support me | |
| End-of-week observation | |


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90-DAY PRACTICE

# Weeks 7–8

Use these pages for a short weekly review. Consistency matters more than length.

## WEEK 7 Multiply one responsibility

| | |
|---|---|
| Primary practice | *Develop another person rather than carrying everything.* |
| One thing I will protect | |
| One thing I will stop or reduce | |
| Person who can support me | |
| End-of-week observation | |

## WEEK 8 Recalibrate the experiment

| | |
|---|---|
| Primary practice | *Adjust the practice without abandoning the intention.* |
| One thing I will protect | |
| One thing I will stop or reduce | |
| Person who can support me | |
| End-of-week observation | |


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90-DAY PRACTICE

# Weeks 9–10

Use these pages for a short weekly review. Consistency matters more than length.

| WEEK 9 | Bring rhythm into the team |
|---|---|
| Primary practice | *Create one shared agreement or recurring team practice.* |
| One thing I will protect | |
| One thing I will stop or reduce | |
| Person who can support me | |
| End-of-week observation | |

| WEEK 10 | Confront drift |
|---|---|
| Primary practice | *Name what has quietly returned to the old pattern.* |
| One thing I will protect | |
| One thing I will stop or reduce | |
| Person who can support me | |
| End-of-week observation | |


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90-DAY PRACTICE

# Weeks 11–12

Use these pages for a short weekly review. Consistency matters more than length.

## WEEK 11 Protect what is emerging

| | |
|---|---|
| Primary practice | *Strengthen the boundary around the most fruitful change.* |
| One thing I will protect | |
| One thing I will stop or reduce | |
| Person who can support me | |
| End-of-week observation | |

## WEEK 12 Prepare to continue

| | |
|---|---|
| Primary practice | *Decide what belongs beyond the formal 90 days.* |
| One thing I will protect | |
| One thing I will stop or reduce | |
| Person who can support me | |
| End-of-week observation | |


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90-DAY PRACTICE

# Week 13

Use these pages for a short weekly review. Consistency matters more than length.

| WEEK 13 | Complete the Pivot |
|---|---|
| Primary practice | *Review the whole experiment and recommit wisely.* |
| One thing I will protect | |
| One thing I will stop or reduce | |
| Person who can support me | |
| End-of-week observation | |


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30 · 60 · 90

# Review without judgement

A review is not a verdict on your worth or discipline. It is a structured opportunity to learn from what actually happened.

## 30-day review

**What became more life-giving or sustainable?**

**What kept resisting the practice?**

**What will I continue, stop, or change?**

## 60-day review

**What became more life-giving or sustainable?**

**What kept resisting the practice?**

**What will I continue, stop, or change?**


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## 90-day review

**What became more life-giving or sustainable?**

---

**What kept resisting the practice?**

---

**What will I continue, stop, or change?**

---


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COMPLETE THE CYCLE

# Your Quarterly Pivot

At the end of the 90 days, step back from the individual weeks and examine the pattern as a whole.

**What did I learn about how I currently carry responsibility?**

---

**Which practice created the greatest difference?**

---

**What changed in my relationships, team, or quality of work?**

---

**Where did the old pattern return most strongly?**

---

**What structural change is now necessary?**

---

**Which rhythm should become my next focus?**

---

**What am I recommitting to for the next quarter?**

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CONTINUE THE JOURNEY

# From the book into the ecosystem

The Leadership Heartbeat is designed to move from understanding into practice, from personal practice into team culture, and from team culture into organisational infrastructure.

### For individual leaders

- ☐ Leadership Sustainability Assessment
- ☐ Vision Quest
- ☐ Leadership Circle
- ☐ Executive coaching

### For teams

- ☐ Team Health Assessment
- ☐ Team reading and discussion journey
- ☐ Facilitated workshop or retreat
- ☐ Team rhythm implementation

### For organisations

- ☐ Organisational Sustainability Assessment
- ☐ Corporate Retreats & Workshops
- ☐ Leadership culture and infrastructure design
- ☐ Leadership Heartbeat implementation

### Your next step

Visit **leadfromtheheart.co.uk/heartbeat-book** for the current book resources, assessments, and pathways available through Lead from the Heart.

My next step



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CLOSING DECLARATION

# A leadership life that can breathe

I will pursue meaningful impact without sacrificing the people carrying the work.

I will practise presence before performance, oscillation rather than constant output, honest recalibration, and deep renewal.

I will lead with **Love, Hope, and Faith**.

I will choose authenticity, excellence, empowerment, compassion, and courage.

I will allow healthy personal practice to shape team culture and organisational infrastructure.

I will build in a way that can breathe, endure, and multiply.

Name _____ Date _____

Signature _____



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