

# Vision Quest CONSULTING

## LEADERSHIP COACHING THOUGHT



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Vision Quest Consulting provides leadership coaching, organizational development consulting, and training to top executives and their teams.

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Welcome to Vision Quest Consulting's Leadership Coaching Thought!

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### THIS WEEK'S TOPIC: LEADERSHIP THAT SPARKLES

How do we get leadership in our organizations to sparkle? What can we do to raise the level of leadership competencies of our staff? The answers to these questions are critical for organizations in the process of setting a game plan to successfully reach their key business goals.

Once you have identified your organization's focus goals for 2002, having

the right people on the bus to drive these goals will determine whether you get there or not and whether your organization meets its key business initiatives. A phenomenal book to read on this topic is *Good to Great* by Jim Collins.

About six months ago, a President of an organization was having a discussion with me as to how I might help him meet his business goals by raising the leadership competencies of his senior team. He was certain that all of his direct reports would benefit from Leadership Coaching. I asked him if he were planning to participate himself in the Coaching process and he replied, "Oh no, Leadership Development is for them; not me!" My experience tells me that any time Leadership in our organizations is not sparkling; the first place to look is in the mirror at ourselves. So I asked the President (who is now a client and friend), "What is your contribution to the Leadership not being as strong as you'd like it to be?" It never occurred to him, that he might be part of the problem. The question to ask yourself is: How are you contributing to your organization looking the way it does?

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How do we get leadership in our organizations to sparkle?What can we do to raise the level of leadership competencies of our staff?The answer is start with you; take out the mirror and look inside!

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Here are some questions you can begin to answer yourself and then use as a template to develop the leadership in your people while you put the right people in the right seats on the bus.

- What part of your job are you passionate about?
- Do you know your strengths and weaknesses? When was the last time you updated your knowledge on this?
- Does your job play to your strengths?
- Do you delegate your weaknesses?
- How can you leverage your strengths and minimize your weaknesses?
- What do your people want and need that you can just show up and easily be yourself?
- What leadership skill(s) do you want/need to develop?

It takes a high degree of sheer rigor and commitment to make a company great.Having the right talent that sparkles with leadership and technical skill, drive, and integrity requires staying power.And well worth the effort!

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## OFFERINGS

1.Take it To The Top; A Guide to Executive Coaching and Mentoring in America's Top Corporations by Wendy Capland is available for \$49.99. DO NOT HIT REPLY TO THIS MESSAGE. This book is available as well as an audiotape on Developing Effective Leadership and Coaching Skills by clicking:

<http://www.visionquestconsulting.com/store.html>

2. The Impact of Executive Corporate Coaching Programs, audio tape \$19.99 DO NOT HIT REPLY TO THIS MESSAGE. This tape is available by clicking:

<http://www.visionquestconsulting.com/store.html>

3. Complimentary half hour Coaching Session, first come first served.To register or obtain more information, email

[wcapland@visionquestconsulting.com](mailto:wcapland@visionquestconsulting.com) with your name and phone number so that we may contact you:

Leadership Coaching Thought is written and produced by Wendy Capland. If you have any questions or comments, please send them to: [wcapland@visionquestconsulting.com](mailto:wcapland@visionquestconsulting.com). We'd love to hear from you.

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