

Vision Quest CONSULTING

LEADERSHIP COACHING THOUGHT



Wendy Capland
President

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

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Vision Quest Consulting
PO Box 979
Westford, MA 01886

978.692.4454 phone
978.692.5898 fax

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Welcome to Vision Quest Consulting's Leadership Coaching Thought!

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THIS MONTH'S TOPIC: TOP ISSUES EXECUTIVES FACE

Last month, I attended the Executive Coaching Summit in Atlanta Georgia, an elite think tank of 75 Executive Coaches from all over the world. We spent two days discussing the coaching profession, best practices, issues that executives face, and identifying the resources to assist our clients and their organizations.

Some corporate leaders debate that the foundation of leadership principles are basic and despite changing business environments, they remain the same over time.

I, and many of my colleagues believe that issues executives face today are in fact very different. The notion is that if we are not constantly evaluating and upgrading our leadership skills and our ability to deal with current economic, market and business issues, we will not be effective. If we are not effective, we and the organizations we lead will be left behind.

The list below are some of the key issues executives are facing or likely to face soon. As you read through the list, see if you identify with any particular issues, think about what strategies you already have in place, and try to determine if they are working effectively. If you're not getting results, you need to review your strategies and take effective action. With current economic conditions it's all the more important to act sooner rather than later.

Tenure of a CEO. Did you know that current research shows the average tenure of a CEO is 3-7 years? The current reality is that the time one has to produce results has been dramatically shortened. One key focus is to use a long-term planning perspective while clearly highlighting short-term gains.

Entrepreneurs are Born. Many executives have not had a need in the past to be entrepreneurial. In the past, running a company required good business and leadership skills. Although this description is still true, in order to survive in this competitive market and economy, leaders need to acquire additional entrepreneurial skills to grow and sustain their businesses.

Balance. Without it you will burn yourself out. Just look in the mirror and you will notice I am probably talking to you. Finding a balance between our work and our personal life is an on going challenge. Finding time for yourself and your family is critical if you are going to have enough energy to stay sharp, deliver results, and make a positive impact on others.

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Develop People. Learning how to build your people and not burn them out is critical. Work continues to be dynamic and fast paced. I don't imagine this pace will slow down anytime in the near future. Burning out our people will not help us to retain our key talent especially with the absence of loyalty in today's workplace environment.

Culture Shift. Learning how to shift your entire culture with a new CEO or leader coming on board is a daunting but necessary task. How fast you are able to change will be determined by the flexibility of your employees and the passion, patience and focus of the management team.

What's Next: We need to be on top of these issues. Some approaches to address them might include:

- Reading books by experts in the field
- Hiring a coach to work with you, your managers, and their teams
- Finding mentors for yourself and others
- Joining or starting a mastermind group, and
- Utilizing your Human Resources department.

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 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. We'd love to hear from you.

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