



EXPERTS AT DEVELOPING CORPORATE LEADERSHIP TALENT

## LEADERSHIP COACHING NEWSLETTER

This Month's Topic: Did You Know.....

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Leadership development programs can help reduce staff turnover and absenteeism, in addition to developing stronger leadership skills?

Leadership development initiatives and programs that are specifically designed with a team in mind are effective for individual development, but also benefit the team or group as a whole as well as increasing the ability to achieve better organizational results.

"Leadership development geared specifically for teams can increase group effectiveness, help create cross-functional networks and increase productivity," says The Center for Creative Leadership's Bill Gentry. Effective leadership training programs incorporate methods such as action learning, scenario-based training, simulations, team-building exercises and team coaching to include team focused custom initiatives."

Leadership development initiatives and programs that have a specific team focus can enhance leadership capacity, team effectiveness, and organizational results in three main ways:

1. Teams develop more effective ways to execute their thoughts, attitudes and actions. This fosters more cooperation, less conflict, and a true sense of trust that enables team members to dramatically enhance their ability to work better together.
2. Teams develop new and more effective interpersonal and relationship skills that rarely exist even between members who have worked together for many years. All leadership roles and processes involve connections to others, so the ability to work effectively with others is a fundamental capability of leaders and one that is essential to ultimate leadership success and most effective business results.
3. Teams develop skills, perspectives, and a new way of operating that enable them to accomplish work throughout their organization and across the company; improving their ability to facilitate implementation, coordination and integration of work at many levels.

These findings are based on many years of Vision Quest Consulting's experience and evaluation of management team facilitation at what makes leadership development effective. We have worked with management and executive teams for over 20 years, helping them to improve targeted leadership competencies over time such as taking ownership, using each other as resources, and increasing individual and team effectiveness. In addition, teams benefited from an infusion of renewed enthusiasm to work together, higher levels of trust, less politicking, and more day to day contentment and joy on the job.

### Recommendations

Recommended reading: "Teamworks" by Barbara Sher and Annie Gottlieb

Recommended Corporate Leadership University training courses: [Click here](#). These courses are conducted by Vision Quest Consulting at your location of choice. Call or email us for more information. 978-692-4454, [wcapland@visionquestconsulting.com](mailto:wcapland@visionquestconsulting.com)

We offer leadership and executive coaching, training courses and consulting services to help organizations develop a deep talent bench. We focus on giving good managers tools to use to make them into more effective leaders. Call or email us for more information. 978-692-4454, [wcapland@visionquestconsulting.com](mailto:wcapland@visionquestconsulting.com)

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