

LEADERSHIP COACHING NEWSLETTER

This Month's Topic: **Who Are You as a Leader?**

This week, I heard Lynda Gratton, author of the new bestseller book, *“Hot Spots; Why Some Teams, Workplaces, and Organizations Buzz with Energy-and Others Don’t,”* speak on how boundary-less cooperation in corporations fuels innovation.

Lynda really got my attention during her talk when she asked the question, “Do our executives have an igniting passion?” She proposed that as a leader, having an igniting passion and purpose ignites even the most latent of energy in our organizations and therefore creates results we might not otherwise obtain. In my work with executives over the last 20 years, I have seen how in the busyness and mundane tasks of day-to-day life can make even the most extroverted, committed and passionate of us feel less innovative and creative than our natural tendencies. Yet most of us realize that if we’re going to compete in the world’s new marketplace we need to be in top form. We need to be leaders that lead.

I began to wonder if I had an igniting passion that inspired others into action. I also wondered how many of the executives that I have worked with over the past 20 years could be described as having an igniting passion. And if they did, how different their people, their teams, their organizations, and their results would be?

Create a Spark. According to Lynda, igniting creativity, innovation and a buzz of excitement in our organizations can be accomplished in creating a spark in three arenas:

1. Igniting Purpose.

Consistently sharing a vision that creates a future state so vivid that energy and action are directed toward it. So vivid that it entices and inspires and creates new possibilities. Like Wikipedia for example, when the co-founder set the vision: *“Imagine a world in which every single person is given free access to the sum of all human knowledge. That’s what we are doing here and we need your help.”*

2. Igniting Tasks.

Delegating tasks that are meaningful, ambiguous and developmental excites and motivates people.

3. Igniting Questions.

Asking questions that spark debate and activity creates curiosity and enthusiasm. And then allowing time for the stillness of depth of reflection.

And I’ve added a fourth,

4. Igniting Your Inner Coach.

There’s a coach in all of us that stands behind our employees, our friends and our family to support them in being their very best, even beyond their belief in themselves. Click on the link below to view a short clip from the movie “Facing the Giants” and see how you stack up.

Link: [Facing the Giants](#)

Summary. The ignition of purpose, tasks, questions, and your inner coach propels people into a shared vision of what can be achieved, rallying them towards accomplishing it, and setting the stage for unprecedented performance.

Recommendations

Recommended reading: *“Hot Spots; Why Some Teams, Workplaces, and Organizations Buzz with Energy and Others Don’t”* by Lynda Gratton.

Recommended Corporate Leadership University training course: *“Foundations of Leadership”*. A one-day course

designed to help develop leadership talent and begin to create a cultural shift towards "level 5 leadership" in organizations through self assessment of individual leadership talents and beliefs. Conducted by Vision Quest Consulting. Call or email us for more information. 978-692-4454, wcapland@visionquestconsulting.com

We offer leadership and executive coaching and consulting 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

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