



EXPERTS AT DEVELOPING CORPORATE LEADERSHIP TALENT

## LEADERSHIP COACHING NEWSLETTER

### This Month's Topic: **Inside-Outside Leadership Skill Development**

Last month, we explored how companies can develop Inside-Outside leaders. In this month's issue, we are going to discuss how you can become more effective as a leader to your organization by developing the skills of an Inside-Outside Leader.

In November 2007, Harvard Business Review in their article, "Solve the Succession Crises by Growing Inside-Outside Leaders" poses the idea that in order for companies to manage succession well, they ought to take into consideration the skills required to be an Inside-Outside Leader. If you want to become a company leader, it is important to manage your own career and leadership development from the start, with an eye to your future. Here are some questions to ask yourself in order to develop the skills necessary to develop the "outside view" of the market, your industry and how strategically your organization might compete utilizing the "inside view." This process requires understanding the internal culture, environment, politics and how to present ideas and deliverable plans successfully.

#### **While being recruited, ask:**

1. Why you are being hired? Is it to fill a job or is there a clearly outlined potential career path or opportunity to be groomed?
2. Is this a company where talented people stay for many years?
3. What kind of mentoring will you receive?
4. What kind of training is offered?
5. How soon can you run a business unit?
6. What opportunities are there to try out new ideas?

#### **Once on the job, ask:**

1. What can you do for your peers to create cooperation versus competition?
2. When you manage up, do you primarily focus on bringing problems with possible solutions?
3. Are you developing a group of senior-manager friends who are willing to back up your ideas with resources?
4. Are you honest, ethical, full of integrity and transparent, versus being known for "spinning" events which loses the trust of others?

#### **Develop yourself:**

1. Are you expanding your network outside of your functional area and outside of the company?
2. Do you attend seminars to expand your knowledge beyond your immediate business?
3. Are you practicing leadership skills by becoming involved in a community organization?



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### **Balancing yourself:**

Are you there for your family? Managing can be lonely and having the support of your family is invaluable. Have you cultivated a relationship with someone (that you can hear) - spouse, friend, mentor, or coach who tells you the truths you don't want to hear. The higher you go in an organization, the more colleagues and employees will tell you only what they think you want to hear.

Checking in and evaluating annually how you are doing in each of these areas is smart and will keep you on track towards your goals.

### **Recommendations**

Recommended reading: Harvard Business Review November 2007. "Solve the Succession Crises by Growing Inside-Outside Leaders"

Recommended Corporate Leadership University training courses: Click [here for more information](#). 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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