



EXPERTS AT DEVELOPING CORPORATE LEADERSHIP TALENT

LEADERSHIP COACHING NEWSLETTER

This Month's Topic: **Despite Cutbacks, Firms Invest in Developing Leaders**

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I'm so sick of listening to the economic crises news; and pending doom and gloom. It seems never ending. Every news article I read every radio station or TV program I listen to or watch, all report the same doom and gloom news. But, that's what sells news. It's no secret that every one of us is feeling some shift in our personal finances, our job security, and in other areas of our lives. Yet, we know that "this too shall pass." We really tend to be too optimistic in "good times" and too pessimistic in "bad times."

In our organizations, we face endless challenges in a declining economy; and the list of challenges seems to keep growing. If you are like many of our clients, the current economic times most likely prevents you from giving your employees the kind of salary or performance increases you would like, and that they probably deserve. Although most employees are grateful to even have a job now, how long can we hold tight and still keep them satisfied and motivated? It is true that the fear of being laid off is pervasive, even if you're part of the executive team, you might find yourself unexpectedly out of work. It isn't about talent as much as it is reducing expenses. Generally though, it is harder to keep people motivated over the long-term, as we continue to reduce positions, cut costs, reduce budgets, make cutbacks, and lay people off. We also worry what next calamity might be around the corner to affect our companies' stability:

The traditional advice might be to, show your talents, prove your value, showcase your projects and overall, just remain as invaluable as possible and let others in positional power know about it. This is still good advice and not a bad plan. We at Vision Quest Consulting think this it's also the perfect time to develop your personal leadership. Try some new ideas. Improve your ability to think out of the box, expand your creativity, and leverage your personal power and presence.

What are some ways you can **Increase Your Value and Maintain Your Sanity?**

1. **Take a strategic and creative day.** A pause in your stressed out work life will help you to reflect and think creatively and strategically to solve some business issue you've been struggling with. Taking a break gives you some perspective not normally available to us when we are so strung out and under stress doing daily tasks and meeting deadlines.
2. **Mastermind yourself.** Gather together colleagues and spend time together brainstorming business challenges, strategies and solutions. Share with each other the challenges you are facing and strategies for solving them. Great ideas come from group process.
3. **Be a little funky.** Get feedback on a project you are working on or a presentation you just gave. Here is a fun and simple software to use <http://www.rypple.com/index.shtml>. It's in Beta test stage and looks like it has great promise.



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4. Stay cool. Getting all worked up affects your performance and your relationships at work. Do what you need to in order to keep your stress level way down. You'll feel better, you'll think straighter, and at work people will seek you out because your cool level headed advice will be just the ticket to solve their sticky problems.

5. Acknowledge the team. Let everyone know they are valuable, even more so now. Let them know you're all in the same boat, with the same concerns, and that you're glad they are part of the team.

Questions to Ask Yourself.

Is there anyone in your organization who might be a flight risk, even in this market that I want to make sure I retain?

Who in your organization has great promise that with a little leadership coaching could be well positioned to take on a bigger or different job?

Recommendations

Recommended reading: "Tribes" by Seth Godin

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

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