



EXPERTS AT DEVELOPING CORPORATE LEADERSHIP TALENT

LEADERSHIP COACHING NEWSLETTER

This Month's Topic: **Leadership Checkup**

I am very fortunate to work with some very talented people. Many of them are senior management level individuals in their organizations, or they are individuals running the company, firm, or business. I have found the best leaders are those that others look up to as role models. They feel grounded and self assured. They are certain of their direction and solid in their conviction about who they are and how they can best leverage their gifts. These leaders are the ones who are constantly taking stock and asking important questions of themselves.

No matter how successful and talented you are, you do some things well, and others not so well. Behaviors that may have worked well for you in the past can render you ineffective in the present, or sometime in the future. It's hard to spot particular problems when you are in the middle of them. Changes in the environment, competitive pressures and personal circumstances can cause you to veer off course. Veering off course even ever so slightly makes a big difference over time. When you're driving in the fast lane, even if you are only slightly off course, you can get into real trouble very quickly. That's true for your work environment too.

As Charles Darwin said, "It's not the most intelligent of the species that survive the longest, it is the most adaptable."

The best way to make swift adaptive adjustments is to periodically step back, observe, and ask yourself how you're doing. What should you be doing differently? Some experts advise doing this every three to six months, I recommend at least once a year; much depends on the nature of your business.

Checklist questions to ask yourself:

- How can I increase my impact?
- What can I do to increase my effectiveness?
- How can I stretch myself to learn something new or do something differently?
- How can I explore a different perspective to solve a challenge?
- What patterns do I have that no longer support me, my people, or my organization?
- What can I do to improve myself?
- Am I as happy as I can be, and what can I do to add more joy to my work and my life?

Checklist questions to ask yourself about your business:

- Have I identified one or more potential successors?
- Am I delegating sufficiently?
- If I had to design my business or functional area from scratch, how would I create it? And how would it differ from the current design?
- How do I behave under pressure?
- What behaviors do I exhibit that undermine the success of my business or my professional presence?
- Is my leadership style a match for this culture?
- Does my work reflect who I really am and the things that are important to me?

This Month's Topic: Leadership Checkup, continued

The more senior your position in an organization, the fewer sources of honest and useful feedback we get from others. Successful leaders continually ask themselves hard questions to stay on track. These questions are designed to ignite serious introspection and a shift in who you are and how you do it. These questions and their answers can be even more productive and provocative when discussed with a trusted advisor, an external coach or mentor.

When is the last time you had a leadership checkup?

Recommendations

Recommended reading: *"Presence; Human Purpose and The Field of the Future"* by Peter Senge, Otto Scharmer, Joseph Jaworski, and Betty Sue Flowers.

Recommended Corporate Leadership University training courses: [Click here](#). Conducted by Vision Quest Consulting at your location of choice. 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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