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Executive Coaching Group

May 2010

Leadership Monthly

MAY ISSUE

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August 18 & 19, 2010

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Generational Workshops....

Customizing for Clients

CEO's still Rely on Technical Skills..

Understanding the Generations....

And More.....



CEO's Still Rely on Technical Skills to Lead

By Bob Johnson

The Stanford University School of Business conducted a study on leadership effectiveness spanning over a 20-year period. Their primary conclusion was that barely 15% of a leaders' success comes from technical skills and knowledge and 85% comes from the ability to connect with people and engender trust and mutual understanding.

Even knowing this, we still find a significant percentage of leaders and executives continue to rely on their past technical expertise in their attempts to guide their business.

The same study showed that over 96% of executives today believe they have "above average" people skills. Those of you with statistics backgrounds would recognize this as a statistical improbability. We all make up

reasons for believing something to be true and as coaches we see many of the reasons executives still rely on their technical success to drive their leadership roles, the number one reason being that they wonder if they actually have the skills necessary to effectively lead. Many became leaders and executives through the strength of their technical success. Now different sets of skills are necessary to succeed at leadership.

Additional studies confirm that 75% of North American CEOs believe they are "better" than other leaders in their industry, while 90% of physicians, pilots and investment bankers rate themselves in the top 10% of their field. We work with CEO's in a vast number of industries and believe through our experience that most might say they believe they are "better" than other leaders and

after sitting through countless private coaching sessions find most really operate from a place of fear – not knowing how to effectively lead or open up to learning how. After leading for so many years, how do you admit to not effectively knowing how?

The Winner Is...

Leadersearch

&

Shoemaker Drywall Supplies

are Awarded the 2010

Prism Award of Excellence!

full story on page 3

Take driving as an example. After a proud record of no traffic violations for over 12 years I recently got a ticket during one of my monthly trips to Phoenix. An option I received was to attend a one evening; four-hour defensive driving class in order to have my violation dismissed and continue to have a clean driving record. I accepted that option and looked forward to the upcoming class with little enthusiasm. Of course I'm a good driver! In fact, better than most. I also have two motorcycles and through necessity ride with a very defensive mentality. So what could someone teach me that I didn't already know after over 40 years with a driver's license?

I will admit to learning, or I should say re-learning, many of the things my almost 40 years of driving had come to "natural" experience. I was surprised to find out that I remembered only a few of the more obscure rules and laws that I just took for granted. And, the instructor asked us who considered themselves good drivers. Of course, I raised my hand, as did all but one other participant. You have all probably heard the old belief that most drivers consider themselves above average drivers, which is another statistical improbability. The semi-forced learning class led me to contemplate what I once read the retired head of Intel, Andy Grove said, "Success breeds complacency and complacency breeds failure." I admit to learning how complacent I had become when driving and wonder if the class I took made me aware of that and helped me avoid the back end of a three car pile up while driving downtown just last week. I wonder how many pile ups leaders are having and/or avoiding these days?



When leaders of organizations, particularly those that consider themselves very successful, approach us to consider coaching for themselves and their leaders, their desire to step out of their comfort zones and truly develop their leadership skills and shift away from reliance on technical expertise have a greater potential for leadership success and avoid more pile ups than those that keep "driving" like they always have since the day they got their leadership 'license'.

COMING NEXT MONTH....

The Leadership Void

The Power of TEAM

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Leadersearch Grows It's Business

Leadersearch Executive Coaching Group has offered premier organizational coaching services since 1991.

We are pleased to provide our best complement of experienced coaches, workshop facilitators and human resource specialists.

LOOK for our extended suite of offerings in next month's edition of
LEADERSHIP MONTHLY
and visit us www.leadersearch.com

PRISM, the Pinnacle of Collaboration

What is the PRISM Award?

Coaching has made tremendous contributions to organizational wisdom and success. As such, the PRISM Award was created to recognize, honor, celebrate, and learn from organizations who have embraced Coaching as an integral part of their leadership strategy”

The presentation of this unique award is one of the highlight events of the year for International Coach Federation Chapters around the world.

The Prism award was born at the ICF-Greater Toronto Area Chapter, in Toronto, Canada under the direction of a talented leadership team in the year 2000. The first awards were given by 2001.

The original PRISM Award was simple yet elegant cluster of quartz crystal that represented the pinnacle of collaboration between coaches and client organizations. It represented clarity of thinking, harmony, and the alignment of many human energies working together to achieve dreams and business goals. It began as a tangible recognition of companies and organizations that have made the most of their opportunities to benefit from coaching initiatives.

“In my opinion the coaching initiative has allowed all levels of our organization to get closer to one another, become more aligned with each other’s goals, define and provide clearer direction; the result is a much more open communication and better relationships between all SDS employees.”

*Scott Webster
VP of Operations*

The Winner is.. Shoemaker Drywall

Shoemaker Drywall Supplies is a family owned, Calgary based company established in 1974 and currently operated by brothers, Ryan and Trevor Shoemaker. The company recently created WSB Titan a merger of Watson Building Supplies in Ontario and Beauchesne Group of Companies in Quebec, making them the largest independently owned supplier in the country.

“Leadersearch nominated Shoemaker Drywall Supplies because of their investment, commitment and success with Coaching; and for their belief and support of the process. The organization and Executive Team, new to coaching, were willing to stretch, made themselves fully available, even vulnerable to the process and necessary changes. Coaching was sponsored at all levels throughout the organization, coaching services were made available to the Executive Team, as well as Emerging Leaders in Sales, Finance and Operations.”

*Michelle Hargreaves & Bob Johnson
Executive Coaches*



“I think that coaching has opened the lines of communication within the company. It has helped me tremendously, I am a completely different person. I listen and actually care about my people. As a company we are not afraid to tell each other what we think or feel about anything. Like me, we are all better as a whole thanks to Leadersearch”

Emerging Leader - SDS

Entrepreneur Brett Wilson, who will be the first to say that success comes through teamwork, is a proponent of using the resources of a personal coach - an idea that’s being adopted more often in the corporate world. When asked why, he quickly points to Phil Mickelson, this year’s Masters golf champion. To put an analogy on it, Phil Mickelson has a swing coach and he has a putting coach and he’s one of the best at both, which means he knows he either has to be coached to stay on top of his game or he has to be coached to get better.” Wilson who has been working with his own Coach for nearly two years, goes on to say “Coaches are not just for elite athletes anymore, he said, but also for entrepreneurs and business people.”

Read the full article at www.calgaryherald.com

Posted April 20, 2010

UNDERSTANDING THE GENERATIONS



Most of what we have read, researched and interviewed has brought us to the conclusion that there is not a discernible difference between the Baby Boomer (born between 1946 and 1964) and the Millennial (born between 1977 and 1998) generations when it comes to wants and desires. We have discovered that if the two took the time to talk with each other they would find the battles between the two to be almost laughable. The primary culprit in this generational war is nothing more than age. The Baby Boomers have forgotten all they stood for when they were young professionals and the Millennials have yet to experience the full benefits of age. Sit back and explore with us the similarities and the differences between the two and you will find that these two generations have more they share than the sandwiched Gen Xer's have with either one.

"Because the demand for their services so greatly exceeds the supply, young graduates are in a strong position to dictate terms to their prospective employers. Young employees are demanding that they be given productive tasks to do from the first day of work, and that the people they work for notice and react to their performance."

READ THE FULL ARTICLE www.leadersearch.com

Understanding the Generations Workshop

Bridging the Gap Between Boomers, Generation X'ers and Millennials in the Workplace.

The Benefits...

- Create awareness of the different generations, their traits and their motivators.
- Develop understanding around generational conflict; why it arises and how to decrease the negative effects.
- Leadership style is influenced by ones generation.
- Discover how to tap into each unique style and motivate all generations.
- Identifying and creating an organizational succession plan.
- Increase talent attraction and retention in your workplace.
- Begin to identify Sage Leadership within your organization
- Increase talent attraction and retention in your works place
- Learn and understand generational diversity
- Strategies to better manage and work across generations.

BOOK YOUR WORKSHOP TODAY
by contacting Workshop Director, Megan Lahey
(403) 262-8545 or
Email; info@leadersearch.com

Leadership Workshops THIS SUMMER

Join us in Calgary for *The Leader As Coach Workshop*, a two-day experience in leadership coaching. It incorporates the very best practices employed by professional coaches and draws upon our extensive knowledge of experiential leadership development. Through a series of lectures, interactive exercises and practices, workshop participants will be guided through *The Leader As Coach* model and learn how to immediately coach for high performance within their organizations.

If you're a manager, executive, consultant, or entrepreneur and you need to impact the performance of those around you; *Leader As Coach* was designed for you. It will help you:

- Lead more effectively and drive change through focused coaching
- Increase accountability amongst employees and accelerate achievement of business goals
- Build a consistent approach to coaching and performance improvement
- Create a highly cost effective approach to achieving professional level internal coaching

EARLY BIRD RATE \$ 895.00
MUST REGISTER BEFORE
JULY 1, 2010
(\$ 1295.00 REGULAR PRICE)



LEADER AS COACH PUBLIC WORKSHOP AUGUST 18 & 19, 2010

BOW VALLEY CLUB
370 - 6 AVENUE SW
CALGARY, ALBERTA

www.bowvalleyclub.com

To Register
Call Megan at
Leadersearch Executive Coaching Group
www.leadersearch.com
(403) 262-8545

"The Leader As Coach workshop opened my eyes to how straight forward it is to get someone to open up about their concerns and being able to allow them to come up with their own solutions."

Dan Devereaux – Fortis Alberta

"I think everyone should take this course. Maybe even once a year!"

John Ostrom – Great Plains Exploration

"The Leader As Coach workshop was one of the most practical skills development courses I've attended in years. The basics of the coach approach were covered in a way that consistently improved my coaching skills over the two days. It's now clear to me how I can bring my coaching skills into my leadership positions."

Alana Mikkelsen – Coach and Facilitator