

Personal and Organizational Leadership

Personal Leadership

Exceptional leadership and self-awareness | Six Key Leadership Competencies for a competitive edge in today's business world | Understanding your strengths and areas of growth.

Having a high level of self-awareness and understanding how your behaviour impacts others – combined with a high level of integrity and trust – are one of the **top secrets** to success in achieving high levels of effectiveness in leading and managing people to accelerate in their performance. After all, how can executives positively influence others and the teams they lead until they understand themselves first?

- Are you a high performer or a workaholic? Do you know the difference?
- Do you have what it takes to be a "stellar performer"? Or are you living your life on "autopilot" to keep pace with the business world today?

There are **Six Key Leadership Competencies** required for leaders to be solidly grounded to excel in the fast-paced business world of today: 1) Strategic Thinking, 2) Communication, 3) Emotional Intelligence, 4) Negotiating and Conflict Management, 5) Managing your Energy and Time, and 6) Mastering Lifestyle Management and Wellness.

- Which ones are your natural strengths and areas for further development?
- Have you gathered specific input from your manager to jointly agree on the goals for your next areas of career growth and development to excel in your performance?

Effective leadership brings Organizational Vision alive! That is why it is absolutely critical that an organization's leaders model its Vision and Values in their own behaviour and within their teams.

Your walk must match the talk. Take your journey towards success using this guidebook.

Organizational Leadership – (Two Strong Pillars)

Beyond Personal Leadership to Organizational Leadership | Two Pillars of Organizational Leadership | Eight Key Components of a high impact Strategic Business Plan | Ten Key Steps in the Succession Planning Cycle.

Organizational Leadership is built on **two strong pillars** to achieve extraordinary organizational success: Strategic Business Planning (**what needs to happen**) and Succession Planning (**who will do it**). When these two pillars are linked or completed in tandem, it will save hours of work and result in a solid Strategic Business Plan to **measure progress** in both areas.

First Pillar – Strategic Business Planning

Extraordinary success happens in organizations that have highly talented staff applying their outstanding skills by executing the plans of the organization to maximize productivity and profits in the organization. They continually develop staff and teams to keep the momentum for the future success of the organization (*See Succession Planning*).

- How effective is your senior team in developing, implementing, and delivering a customized Strategic Business Plan? Is it designed to prevent divisional/functional silos when implemented?
- Does it embrace and align the entire or “**wholistic**” system of the activities of your organization?
- Does your senior team model your Organizational Vision and Values with their behavior and decision making to support a solid leadership culture?
- Are the strategies clearly communicated to the next level of managers to engage all levels of employees to make it happen?

All Together Now includes a guide to apply the **Eight Key Components of High Impact Strategic Business Planning** to facilitate and customize the process to meet the unique needs of your organization within much shorter timelines than most organizations.

Second Pillar – Data Driven Succession Planning

Similar to managing investments, Succession Planning is about **managing the talent bank of an organization**. And the stakes are high! Consider what happens to an organization that doesn't commit to Succession Planning. The organization stalls in its tracks resulting in loss of momentum as well as profit, top talent, time and energy.

To be competitive, organizations need senior executives who can plan ahead and identify their successors. ***“Executives who know how to develop others through leadership and coaching are – and always will be – in demand.”***

- Do you have a Data Driven Succession Planning process customized to the needs of your organization to attract and retain top talent and develop future leaders and executives?
- Are you equipped with the leadership and coaching skills you need to grow and foster key individuals?
- Is your senior team too busy achieving quarterly profits to identify and develop high potential managers for the long term?
- Who are the key players in your organization that are being developed to be a part of your next executive team?

Progressive organizations understand that Data Driven Succession Planning is essential to **maintain momentum and continuity**. The process doesn't have to be as complex as most executives imagine it to be.

All Together Now includes a guide to apply the **Ten Key Steps in the Succession Planning Cycle** to help you ensure that your Succession Planning is **“wholistic”**. It will save you much valuable time while achieving outstanding results.

*I invite you to find your leader within by reading **All Together Now.***