

BECOMING THE LEADER YOU WANT TO BE
part 2 of 3 – The Research
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Leaders face a greater workload. More challenging, fluid and ambiguous business environments than ever before. All key drivers in employee engagement. Their effective communication skills and their ability to harness the creativity and entrepreneurship of their teams are essential if the business is to succeed.

It's not surprising that some leaders and aspiring leaders lose focus or wonder if they are doing a good job.

In Development Dimensions International's *Global Leadership Forecast 2011* only 38% of the 12,423 senior executives participating in the study reported the level of leadership in their organization as 'good' or 'excellent.'

However, the positive news for leaders and aspiring leaders is that help is available and that companies want to invest in supporting their leaders and aspiring leaders.

A DMB study in connection with the Human Capital Institute on emerging practices in executive coaching suggests that organizations are planning to increase their investment in supporting leaders and aspiring leaders in several key areas. Specifically, by helping capable executives reach higher performance, and in supporting high potential executives.

Similarly, coaching is seen as in supporting high potential executives. Coaching is seen also as having the greatest impact when it is used to support high potential executives. To help these high potential executives achieve higher performance outcomes in fact to exceed expectations. The conclusion is for improvement rather than for remedial purposes.

For those respondents who measured the financial impact of coaching, 77% estimated the ROI on coaching to be at least equal to the investment. Some respondents reported the ROI on coaching to be as high as 500%. An earlier study by the International Professional Management Association found that training plus coaching was four times more effective than training alone.

An excellent value-add is to use a behavioural preference profile tool such as C-me. This perceptive, usable, easy to understand and work with behavioural preference profile deepens and broadens knowledge and understanding of yourself and your people.

A clear way to improve communication, work with blind spots, plan development and gain competitive advantage with incisive information about working effective as a team. Give your organisation a head start with insider knowledge of you as a leader and your people's preferences so as to work to their strengths, capitalise on their natural personas as well as benefit from their creativity and grit in their adapted or learned personas.

C-me gives any leader the key to the departure lounge rather than being stuck in arrivals. Why settle for less – choose the C-me High Performance Plus as its added feature gives insight into working remotely.

Becoming the leader you want to be in 3 parts:

Part 1 - 5 tough challenges

Part 2 - The research

Part 3 - 10 hints and tips

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