

Top Talent Tips™ May 2009

Tips and Tools of Interest to Talent Development Professionals
From Bob Moore, CMC, MCC, The Effectiveness Coach®

Training Can Recession-Proof Your Leaders

Recession-proofing leadership may be the best way for organizations to keep the focus on survival and growth. The legacy of leadership is a valued organization that survives and thrives over time. The value of training is to help managers and supervisors focus on and understand commonly recognized leadership competencies and assist leaders in developing a foundation from which to build their own management styles. Examples of leadership competencies include the following:

- Integrity
- Trust and values
- Team-building
- Listening
- Influencing and persuading
- Competitive spirit
- Passion and intuition
- Priority setting and decision-making
- Sense of humor
- Vision and adaptability

Although there is no single formula for recession-proofing your business, your managers and supervisors can contribute. The Effectiveness-Top Talent Resource Center offers a cost effective online learning series to help organizations develop leadership skills. For example, maintaining team member self-esteem, supporting self-respect and dignity and adapt to change and encouraging team member participation as a motivational tool. Visit www.effectiveness-online.com and receive a complimentary preview.

The task of leading in today's economy can be grueling and downright perilous. When leaders demonstrate competencies in a sincere and ethical manner, they can improve employee loyalty. Leaders are change masters; when you invest in them, morale improves, confidence grows, the work environment improves, errors decrease and productivity thrives. This is the best way to recession-proof your business.

Thought for the Day

"Building a culture that inspires trust isn't about putting their stamp on everything, and creating dependency. Leaders must be focused on their organization's success and reputation, not their personal gain (bankers take note)." --John Blackwell

Enthusiastically,

Bob

Bob Moore, CMC®, MCC, President,
Effectiveness, Inc

Optimizing Management and Team Effectiveness since 1975 Visit: www.effectiveness.com and subscribe to my Ezines and Comment on the Blogs.

Contact: Bob@Effectiveness.com or call 888-669-3923

© Copyright 2009, Effectiveness, Inc.