



Corley Hanson Associates Newsletter

Making Your Business a Team Sport!
August 2005

Greetings!

While the heat of August swells, it won't be long before the mornings grow colder and September is upon us. It brings to mind times of change. We need to be asking ourselves -

What are we building today for tomorrow?

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Think / Act Model of Leadership

In our July issue we wrote about the T-A of Leadership. This refers to how leaders Think and Act which is critical to success in organizations.

Corley Hanson has developed a new 4 quadrant view: Think I/Act I, Think I/Act We, Think We/Act I, Think We/Act We, reflecting how a leader or organization may respond to a particular situation and how they respond on a consistent basis. Leaders that drift into the "I" way of thinking demonstrate a more territorial and inward approach. This has a major impact on doing business. When leaders have shifted into the We/We quadrant, it provides powerful business results.

Coming from WE

Think I Act I	Think I Act We
Think We Act I	Think We Act We

Notice what quadrant you are coming from when you make decisions today.

What happens when you "Think I and Act WE?"

What would be the impact if your whole team came from "Think WE, Act WE?"

New Service from Corley Hanson Associates: Web Based Assessments for Executives and Teams

Interacting effectively with a variety of people marks the difference between success and failure in both our work and personal lives. Effective interpersonal interaction starts with an accurate perception of oneself. The TTI Success Insights Assessments gives people a greater knowledge of themselves and others leading to enhanced performance.

This web based assessment requires just 10-minutes of focus time at your computer. Within 24 hours a feedback report is generated and details the following:

- General characteristics
- Value to the organization
- Checklist for communicating
- Natural and adapted styles around problems, people, pace and procedures
- Areas for improvement

This feedback report is a valuable tool for coaching sessions and helping teams work together. You will get a greater understanding of what you can do to achieve success for yourself and your organization.

We are offering **complimentary** assessments if you act before August 31st. If you would like to take an assessment and see what this is all about, please send an email to whanson@corleyhanson.com to receive the link and password for your complimentary assessment or more information.

Moments of Greatness: Entering the Fundamental State of Leadership

In the *Harvard Business Review*, July/August 2005 issue, Robert E. Quinn wrote a great article around the fundamental state of leadership.

By Asking. . .	You Shift From. . .	To. . .
Am I results centered?	Remaining in your comfort zone and solving familiar problems	Moving towards possibilities that don't yet exist
Am I internally directed?	Complying with others' expectations and conforming to existing conditions	Clarifying your core values, acting with authenticity and confidence, and willingly initiating productive conflict
Am I other focused?	Allowing pursuit of your own self-interest to shape your relationships	Committing to the collective good in your organization - even at personal cost
Am I externally open?	Controlling your environment, making incremental changes, and relying on established routines	Learning from your environment, acknowledging the need for major change, and departing from routines

These questions are fundamental when assessing your own leadership. If you would like a copy of this *Harvard Business Review* article, please email us at whanson@corleyhanson.com.

September: A great time for Executive Coaching!

Summer is almost coming to an end. It's a great time to review and jumpstart your professional and personal goals. We have a team of terrific coaches who are available to work with you. Take a look at the article on Executive Coaching and think about what it might do for you. [To read this article](#)

For more information, contact Wendy Hanson at 401-490-6897.

Book Review: Blue Ocean Strategy

by *W. Chan Kim*

This book examines the experience of companies in a multitude of industries from wine, airlines, cement and even the circus to provide a new and novel winning way to look at a strategy they call the "*Blue Ocean Strategy*".



The authors provide vivid examples of how these strategies can be implemented in simple, but powerful ways. This is a book that literally widens your view of what is possible as far as business and the assumptions we make. They present a simple methodology that will help you examine your own business model in a way that makes so much common sense you will be in wonder.

FAQ's for Corley Hanson Associates

Each newsletter we are going to include some of the frequently asked questions we receive out in the business world. Hopefully, by reading these questions, you will learn how we can help you or your organization reach success.



What kind of work do you do?

We increase the effectiveness of leaders and teams to make businesses stronger.

How do you do that?

We provide executive and leadership coaching, help people work more effectively together and use a process called guided facilitation to help companies develop business strategies and results.

What is Guided Facilitation™?

Guided Facilitation™ is a process where we act as "Guides" on your business journey. We partner with leaders to clarify the outcomes they are trying to reach and then design a process to take the leaders, team and/or the company through to achieve the desired result.

How does executive and leadership coaching work?

Coaching helps individuals create a road map toward their goals and future success. It provides a sounding board, outside their organization, which can be objective and provide feedback. The coach and client are partners focus on growth, leadership development and success.

How does coaching promote change?

Coaching is a designed relationship that partners side-by-side with leaders, teams and organizations to map out and create the future providing invaluable feedback and support for successful change.

Movie Review: Cinderella Man

Cinderella Man is a moving story on many levels. It is about redemption, hope and never giving up on your dreams. It is an inspiring story based on Jim Braddock's fall from the top of the world to rise again from the depths of despair. Jim Braddock never forgot who he was and where he came from in success as well as failure. This is a story of how one man can make a difference in the choices he makes and the people he touches. Unfortunately, this movie never received the audience it deserved in theatre. Be sure to rent it when it is released on DVD, scheduled for December 6, 2005. You will be glad you did.



email: whanson@corleyhanson.com

phone: 401-490-6897

web: <http://www.corleyhanson.com>