



Corley Hanson Associates Newsletter

Making Your Business a Team Sport!

October 2007

Greetings!

We're running late this month on the newsletter! Life of entrepreneurs and business people! This month we look at that inner game of leadership from a number of view points. What happens on the ground is always a reflection of what happens on top. What kind of "leadership" are you putting out? What do people admire about you? How do you want to be known? Step away from the edge. . .take some quiet time to look at your own reflection.

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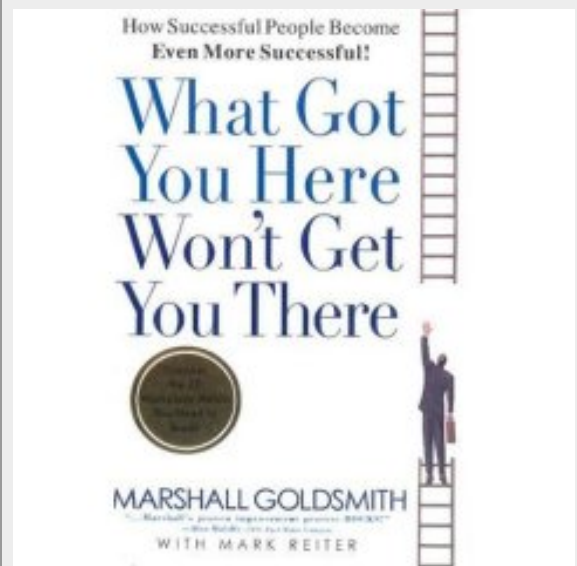
Thoughts from: What Got You Here Won't Get You There

Marshall Goldsmith conducted a research project involving more than 200-high potential leaders from 120 companies around the world. These were the kinds of people who could jump at a moment's notice to better paying positions elsewhere. They ask each of these young stars a simple question - "If you stay in this company, why are you going to stay?"

The three top answers were:

1. "I am finding meaning and happiness now. The work is exciting and I love what I am doing."
2. "I like the people. They are my friends. This feels like a team. It feels like a family. I could make more money working with other people, but I don't want to leave the people here."
3. "I can follow my dreams. This organization is giving me a chance to do what I really want to do in my life."

Book Review: What Got You Here Won't Get You There



by Marshall Goldsmith

I found this book insightful and provocative as Goldsmith states people skills are the difference maker for leaders. In high places and the higher you go, the more problems are behavioral. He provides a 20 step behavioral program of what behaviors leaders need to stop doing.

"At the higher levels of organizational life, all the leading players are technically skilled. They're all smart. They're all up to date on the technical aspects of their job. You don't get to be, say, your company's chief financial officer without knowing how to count, how to read a balance sheet, and how to handle money prudently."

The answer is never about money. It is about happiness, relationships, following dreams, and meaning. What, as a company, are you building and nurturing? As Marshall states in the end of his book: " *When my friend asked people on their deathbeds what was important to them, they gave exactly the same answers as the high-potential leaders he interviewed.*"

Use this wisdom now. Know what you need to be happy now is to enjoy your friends and family, and to follow your dreams.

Executive Coaching - What Is It?

We thought it was a great time to refresh your knowledge about executive coaching. What is it? What does it mean to you?

At Corley Hanson Associates, we believe that business is a team sport. And just as in sports, theatre, and ballet the coach's job is to bring out the best performance of the individuals so that team's performance improves. When we work with business teams or executives, we help them bring out their best performance by connecting their individual goals to the overall goals of the business.

Why Hire a Business or Executive Coach - What's in it for you?

The most successful leaders know that their behavior impacts others and they use that knowledge to build cohesive, well-run teams. Hiring a business coach is an excellent way for a leader to get direct feedback on his or her impact. For example, two of the major problem areas in business are execution and follow-through. Because teams look to their leaders for guidance, weakness in these areas can severely decrease effectiveness. Corley Hanson Associates works closely with leaders to design a plan customized to their needs that will identify areas for improvement in the execution and follow-through stages.

Executive Coaching is a powerful tool for:

- Enhancing leadership and organizational skills
- Getting feedback, including an outside perspective of someone who will be objective and honest
- Thinking through strategies
- Maintaining focus on execution plans for the organization
- Improving your ability to trust your instincts and commit to action
- Identifying obstacles to help you reach your goals
- Leveraging effectiveness

What is your biggest challenge? What results do you want to create in the next three months? If you were very pleased with your effectiveness as a leader, what would you be doing? What would be happening in your team or your organization?

That's why behavioral issues become so important at the upper rungs of the corporate ladder. All other things being equal, your people skills (or lack of them) become more pronounced the higher up you go. In fact, even when all other things are not equal, your people skills often make the difference how high up you go".

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Leadership Moments: Coaching Exercise - Heroes

How you view the world affects how well you succeed in it and even how you're treated. But our view of the world sometimes becomes distorted or stale. One benefit of having a leadership coach is that they'll see you through an objective person's eyes.

Here's an exercise you can do on your own to help to gain a different perspective.

1. Think of two or three people who you admire. They might be friends, relatives, or even movie characters.
2. Why do you hold these people in such high regard? What qualities do they have that you respect? Are they wise? Kind? Successful? Charismatic?
3. The very next time you are trying to resolve an issue, consider how your heroes would handle the situation. Ask yourself, "What would Walt Disney do?" or "How would my brother react?" See the world from their eyes and gain valuable perspective.

Note: If some of the people on your admiration list are friends or relatives, tell them! Send them a handwritten note or an e-mail thanking them for inspiring you to be a better person/leader/friend. Who wouldn't want to hear that?

Movie Reviews: You get two this month!

Michael Clayton

Is a riveting and thinking man's dramatic thriller; the first film directed by screenwriter Tony Gilroy (the Bourne Movies) where nothing is what it seems. George Clooney gives a subtle but powerful performance of a low-rent lawyer at a high-rent firm, caught up in an ugly case. This is about a man struggling to do the right thing, being no saint himself. This is what leaders are faced with all of the time and in the end it is about the choices we make and the consequences of those choices. I was deeply engrossed and on the edge of my seat to the very end of this movie. This is one of the better made films of this year.



Into the Wild

This movie is a spelling binding adaptation of Jon Krakauers best selling novel that tells the story of Chris McCandless's

(20 year old graduate student) tragic journey to Alaska. This is a beautiful movie written and directed by Sean Penn. It is a lyrical, sad tale of youth that uplifts you and saddens you. Emile Hirsch hypnotically portrays Chris's selfishness and self discovery. This movie lingers far beyond the credits. It is a story about what we do with the time we have and the nature of our existence.

Planning Corporate Events? Check this out from Hakins Meetings and Incentives

One of our client companies, Hakins Meetings & Incentives' Director of Client Relations and Culinary Services, David Starace, hosts a hospitality industry blog, bringing together corporate Meeting Planners, hoteliers, and suppliers to discuss corporate travel programs and the generous slice of budget dollars devoted to on-site Food and Beverage.

More than just ingredients, recipes, and sage advice, the blog - Four Pecks and other Bushels - plates and digests industry issues du jour from the vantage point of someone who's been around the butcher block a few times, spent years on meeting room floors, and traveled venues far and wide ensuring corporate incentive program success. Chef Dave invites you to view the menu at www.chefds.blogspot.com.



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