

## Leading in 2010

The Work Foundation, a British think-tank, released a reaffirming report on the principles of outstanding leadership. They concluded that outstanding leaders in 2010 will do three things:

1. They **think and act systemically**: they see things as a whole rather than compartmentalising. They connect the parts by a guiding sense of purpose.
2. They see people as the route to performance: they are deeply people and relationship centered rather than just people-oriented. They not only like and care about people, but have come to understand **people are the key to exceptional performance**.
3. They are **self-confident without being arrogant**: self-awareness is one of their fundamental attributes. But they understand they cannot create performance themselves, but by influencing others.

Source: from [Leading Blog: A Leadership Blog @ LeadershipNow](#)

## The Fun Theory

“Take the stairs” is something we often hear or read in the Sunday papers. Few people actually follow that advice. How do we get people to change their behavior? Can we get more people to take the stairs over the escalator by making it fun to do? See the results here

<http://www.thefuntheory.com/piano-staircase>

## Speeding Up Transformations

Six problems can slow your corporate transformation to a crawl; attack them sequentially

1. Cautious management culture: no risk taking means no progress
2. Business as usual management process: do the same, get the same
3. Initiative gridlock: limit the company to 3-4 initiatives
4. Recalcitrant executives: compress launch to quickly engage key executives
5. Disengage employees: rapidly cascade the changes to all employees
6. Loss of focus during execution: accomplish, celebrate, and get out of there

Source: HBR article, [Accelerating Corporate Transformations](#)

## Winter 2010 Recommendations

- Getting the Right Things Done: A leader's guide to planning and execution by Pascal Dennis – THE GUIDE to getting your strategy implemented.
- Love Em or Lose Em: A retention and engagement workshop for managers – very important as talent movement increases in 2010
- Guide to Organizational Design by Naomi Stanford: A fabulous look at designing the organization of the future

