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The Art and Science of Making Transformational Choices.



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Six Factors That Impact Leadership Effectiveness

A major focus of organizations large and small is maximizing leadership effectiveness. The six key stages in maximizing leadership effectiveness are:

1. Consciousness

Leadership starts with recognizing that there is a need for improvement. As human beings, we are challenged by our ability to achieve and maintain awareness of our thinking and how that thinking impacts our experiences with others. If you are not conscious of the fears, rules, values and biases that drive your behavior, you have little opportunity to maximize your leadership effectiveness. In short, you must become conscious to get out of your own way.

2. Alignment

Modeling behavior that is consistent with what we expect of others is one form of alignment. However, alignment that connects you with your passion creates the path to operate at the level of your potential. The cognitive process, thinking, is critical to achieving alignment. It is the alignment between your thoughts, words, actions and goals that form the foundation for maximizing effectiveness. But maximum effectiveness is not achievable without placing your contributions to others over your contributions to yourself.

3. Reinvention

Reinvention is about assessing how you are perceived as a leader and how those perceptions impact your ability to be effective. It starts with knowing your personal brand. Your personal brand is the five things that come to mind when people hear you or see your face. A leader is brand positive, brand neutral, or brand negative. Brand positive indicates your brand is working for you even when you are not physically present. Brand neutral indicates your brand is not working for you or against you. Brand negative indicates your brand is working against you even when you are not physically present. Leaders that are brand neutral or brand negative have work to do. To maximize their effectiveness, they must reinvent their brand such that it does not impede their effectiveness.

4. Accountability

Accountability is the process of taking responsibility for your thinking process and the choices and conditions that result from your thinking. Accountability is not about control. It is about motion. It is about recognizing that your thinking and resulting actions can be obstacles to your ability to learn and grow. Effective leaders can't ever play victim. The victim perspective can be convenient because it allows you to shift accountability elsewhere. To maximize your effectiveness, you must first look at what you need to own about your performance as a leader. The most important question you must ask yourself is, "have I created an environment where others can maximize their effectiveness and contribution to the enterprise?"

5. Relationship Management

The relationships leaders are able to establish and maintain up, down, and across an organization have a great deal to do with how effective they will be. You may be the smartest leader, but if you can't get people to collaborate and connect with you, you may not be the most effective leader. Relationship management is about building deep connections with others based on authenticity, mutual respect and trust. Maximizing leadership effectiveness involves constantly expanding your circle of influence and trust.

6. Reflection

Knowers push and learners question. Reflection is about objectively evaluating performance relative to goals. Reflection is also about seeking constructive feedback regarding how you can be more effective as a leader with a focus on minimizing weaknesses while maximizing strengths. Effective leaders take deliberate action to identify where improvements are needed, develop a plan of action, and execute the plan. They seek to become conscious of what maximizes their effectiveness.

If you have any questions please contact Kevin King at info@transformationpoint.com or visit <http://blog.transformationpoint.com>.



GETTING YOU TO THE HEART OF THE MATTER

What we do is assist our clients in seeing challenges and opportunities from a new perspective so that they can align their resources to achieve breakthrough results. Transformation Point will work with you to shift your thinking and improve your results.

Our consultants have more than 25 years of experience and are proven experts in their fields. Our client focused and transformative service delivery model results in commitment and success for our clients.

At Transformation Point, our approach is twofold: (1) accurately identify the dynamics that have led to current results, (2) facilitate you in achieving alignment and commitment to a new approach. The result is increased effectiveness for you, your team, and your organization. Our consultants will collaborate with you to get to the heart of the matter and the actionable solutions that your people will be committed to.

We are a proven and client-oriented professional services partner, specializing in:



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- Cognitive Style and Personality Assessment
- Business Dynamics & Simulation
- Functional Analysis Systems Technique (FAST) Modeling



ALIGN

- Facilitation
- Team Development & Turnaround
- Leadership Development



EXECUTE

- Executive Coaching & Management Advisory Services
- Change Management
- Performance Management
- Enterprise Excellence

We invite you to find out more about our extensive array of services at <http://www.TransformationPoint.com>



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