



Challenging Yourself to "Level Five Leadership" for 2017

As the year closes, I hope you can celebrate all that you have achieved in your critical role to date.

It is also time to take a deeper look at the kind of leader you want to be for your organization in 2017 and beyond. To support your thinking, I've attached a favorite article of mine by Jim Collins on "Level 5 Leadership." It seems especially pertinent right now as it stresses both humility and fierce resolve, and many of you are working on Strategic Plans for your organizations and business units.

I encourage your reflection as the first step on the path to creating your new goals. From reflection, our self-awareness grows and with it our capacity to engage and lead others. I hope you can commit to finding a quiet, distraction-free place and ample time to consider the suggested questions here carefully. Please bring your thoughts and intentions to our next coaching session!

Your Personal Leadership Vision and Goals for 2017

Part 1: Reflecting back on 2016

1. In 2016, did your organization (both your company, and your business unit) move closer to achieving its Vision, Mission, and Goals? How did you help your organization to become "more of a leader" in achieving this last year?
2. If so, is it possible to measure those aspects of your performance, and what progress you made last year?
3. What were the 5 most important challenges you faced last year?

4. What were your 5 biggest accomplishments of the year?
(Things you did well, ways you've developed as a leader / person, goals you achieved, etc.)
5. What strengths in your attitude and behavior were instrumental in achieving your biggest accomplishment last year?
6. What were your top 5 sources of happiness / energy producers?
7. Who were the most important people in your life (both personally and professionally last year and how have you acknowledged the impact they had?
8. Did you have a clear set of 3 goals for last year?
9. Of the top three goals you were aiming for, how satisfied are you with the results you achieved? How satisfied are you with **how** you achieved them?
10. What is the biggest lesson you learned last year?

Part 2: "Re-setting" for 2017

Your answers to questions below on your personal leadership intentions should relate to your organization's strategic planning for taking the business forward in a dynamic way. We can discuss these in our session, but work to frame some concrete, realistic, "Level Five" development goals for yourself that I can help you monitor and attain.

1. Do you have a personal, exciting vision for how your organization/business unit will look in 2-3 years? (*This would be a concrete picture of what it will look like –and the behaviors that you personally would like to exemplify as well as encourage in your direct reports*)?

5. Can you create a plan to achieve the most important elements of your leadership vision? *(If you like, we can discuss this now and recalibrate it during the rest of the year?)* **What are one or two specific actions you can take to move toward your personal mission and vision in 2017?**

6. What barriers or hurdles do you need to clear in order to insure your success?

7. How can your coach support you in measuring progress on these?