



LEADERSHIP SPEED DEVELOPMENT GUIDE



Foster Innovation

- Shower positive attention on new ideas. Say three positive things before identifying concerns.
- Discuss the lessons learned and show support when people try new approaches and fail.
- Find ways to encourage others to discover creative ways to increase productivity and solve problems.



Strategic Perspective

- Make sure team members have access to information they need to align their work with the bigger strategy.
- Translate the organization's strategy into meaningful goals and personal objectives for team members.
- Ensure that systems support and align with the organization's strategy.



Be Courageous

- Favor an occasional mistake over inaction.
- Ask for the things you need to be more successful in your functional role.
- Establish feedback mechanisms to gain insight into the work and the team.



Establish Stretch Goals

- Ask your group to achieve a difficult target focused on leadership speed.
- Create contingency plans to anticipate and avoid possible obstacles to keep goals on track.
- Communicate your high performance expectations for team members.



Communicate Powerfully

- Gather all the facts and know them well enough to present them confidently.
- Ask questions and offer opinions in meetings without dominating.
- Keep others informed about changes or problems that impact them directly.



Focus Externally

- Find ways to share key information about what is happening with customers, competitors, and suppliers around the world.
- Meet with customers more frequently.
- Look for and chart trends in customer behavior and share your insights.



Take Initiative

- Seek input on how processes or tasks can be performed more quickly and efficiently.
- Take on a cross-functional project designed to increase leadership speed.
- Outline and take steps that will, in the near term, begin to make organizational needs a reality.



Maintain Technical/Professional Expertise

- Stay current on advances in your field and how they could help the organization.
- Understand the product, what it does, how it is made, how it is marketed, and how the organization makes money.
- Look for ways your knowledge can help troubleshoot problems.

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