



Leadership Versatility

Issue 4



Welcome to JTS Associates' fourth email newsletter. Our goal is to assist clients, associates, and friends with words of wisdom and helpful tested information from our consulting, coaching, and teaching activities.

Our focus statement: Providing personalized leadership versatility, influencing, and selling skills to Business Owners, Executives, Entrepreneurs, Management Teams, Professionals, and Mavericks (including a few near-miracles) since 1985.

We hope you find the information we bring to you informative and helpful in growing your business. If you have suggestions or ideas, please let us know how we can improve our newsletter.

A brief "Happy Thanksgiving"

As the holiday approaches, let's continue to count our blessings. We live in a wonderful country. We are thankful for family and friends around us, and we're grateful to be having birthdays instead of being bothered by the number of candles on the cake. Vikki and I would like to extend Thanksgiving tidings from our family to yours.

Note: Our newsletters are now archived on our Web site.

John Shoup

LEADERSHIP VERSATILITY

A Masthead for our Newsletter





Those who know me well realize the importance I place on good leadership in business. It's totally different from bossing. It's bigger than managing. It's earned, not given. Leadership is the quality that causes people to participate fully in teams, to be involved, contribute, and display stewardship in their organization. I truly believe that there is a direct link between versatility and great leadership, both of which will serve as guides to future newsletter content. The following Leadership articles have recently been developed for clients.

As The Business Grows And Changes

Most business owners, executives and professionals have achieved success because of their goal focus, dedication, and exceptional specialized or technical expertise. While these qualities bring more recognition, responsibility, and increased business, they alone are no longer enough. As the business grows and changes, sometimes very rapidly, weaknesses or shortcomings can override strengths, or the development of a successor may become a new priority. There comes a need to change, to develop a whole new set of skills, in the leader or his/her successor, that make it possible to handle a changing and expanding sphere of challenges. These skills involve the ability to lead and influence others more positively and effectively, with a continued focus on results. These are skills that will:

- Develop more effective interaction with employees, associates, peers.
- Strengthen leadership expertise.
- Build strong and lasting business relationships.
- Continue to profitably grow the company.

Where do you stand today regarding your ability and willingness to adapt and change to current and future business demands?

The Steps of Leadership Development

Current thinking supports the notion that leadership skills can be developed. The following steps are adapted from The New Leadership Development, Training and Development Magazine. My experience supports this approach.

- Create accountability.
- Begin with knowledge of the organization's expected business results, and work back to necessary abilities and competencies.
- Link competencies to results.
- Create realistic, pressured situations in which to learn, succeed, fail and try again.
- Mentor. Provide feedback. Build scoreboards for results.

Train everyone to lead, not just the senior managers or the “best and brightest.”

THE PRINCIPLES OF INCREASING YOUR VERSATILITY

Part 3 in a 10-Part Series



IYV is the most sought after program that JTS Associates provides. In each of the next 10 issues, we will describe the principals of Versatility. JTS Associates defines Versatility as the ability to improve your work relationships by:

- Relating effectively to a variety of people and situations at work.
- Adapting quickly and effectively to dynamic work environments.
- Thriving on change.

PRINCIPLE #3 - Locked in your Comfort Zone

In Issue 2 (September 2005), we reviewed the Comfort Zone concept. We described it as the most basic tendency of the four tendencies: Dominant, Influential, Supportive, and Conscientious (Analytical), which most closely reflects our individual primary identity or personality.

Our Comfort Zone is often viewed as predictable by others. Without an understanding of the concepts of versatility, we can easily and unknowingly retreat to (get locked into) our Comfort Zone. When this happens, we lose our ability to interact effectively with others because we focus mainly on our own needs and priorities. We don't pay attention to the needs, priorities, traits, and unique personality characteristics of others.

Are you locked into your Comfort Zone? Are you unable to adapt effectively to those whose personality characteristics, needs, and preferences differ from your own?

email: johnshoup@jshoup.com
phone: 440-247-3472
web: <http://www.jshoup.com>

In our next issue:

IYV #4
Scoring yourself on the Twenty Attributes For
Managing Your People Priorities
More valuable information on how to make you and
your business more successful