



Testing your ability to “Lead the Talent War”

1.) Quick Quote to Consider

“One of a leader's chief responsibilities is to initiate action. Leaders can then help people respond in a way that honors the personal dignity of everyone and that gives each person the space to be what he or she can be.” Max DePree, Leadership is an Art

2.) Test your ability to “Lead the Talent War”

Last month we reviewed an article from the April 2001 issue of Success magazine of 17 highly successful executives to find out what they do to be great leaders and what advice they have for others who are striving to become more effective leaders.

Many of you called or e-mailed us as to how much you enjoyed the article excerpt. We hope you've been implementing one or two ideas into your everyday work life to help you become an even more effective leader.

This month we're sharing another excerpt from Success magazine's April 2001 issue. Find out if you have what it takes to be a great leader by completing this short quiz from The Highlands Program, an Atlanta training and development company:

On a scale of 1–5, with 1 being "this does not describe me at all"; 3 being "sometimes yes, sometimes no"; and 5 being "this describes me perfectly," score the following statements.

- ____ 1. The members of my team individually know what their best talents are.
- ____ 2. Members of my team have articulated to me what their highest and best roles are.
- ____ 3. Members of my team have articulated to each other what their highest and best roles are.
- ____ 4. Creating a development plan for each member of my team is a time-consuming waste.
- ____ 5. There is a right way to do things. My way.
- ____ 6. People are pretty much interchangeable.

Add your scores for items 4-6 and subtract this from 18. Add this number to the total for items 3-1.

If you Scored:

28–30: You have the makings of a great leader. Don't waste your talents.

24–27: You definitely understand the idea of using the talent of your team. You're ready to lead.

20–23: You need to pay more attention to how you use the talent available to you.

Less than 20: Think talent. Think about how to use it. Think about every other manager and leader in the world trying to get your talented people away from you!

No matter what you scored, reflect on how you can "be" an excellent leader. What are you doing to grow as a leader in order to make your department or organization more successful?

If you didn't get the score you were hoping for, e-mail info@northwoodconsulting.com or call Northwood Consulting at 301.650.4160 or 301.990.6331 to find out how we can help you turn yourself or your managers into leaders.

3.) Retaining you most talented employees

Northwood Consulting, Ltd. can help you with developing the talents of your star employees. Whether it's improving communication, creative thinking or problem-solving, learning how to manage conflict, or developing leadership abilities! We are committed to making profound differences in people's professional and personal lives through one-on-one or team coaching and customized workshops.