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Leadership Deficiencies

a MESSAGE from SYLVIA

The Manager's Coach

Leadership Blunders

Did you ever work for a boss who complained about his staff's lack of initiative yet insisted things be done his way? How about a supervisor who routinely shot down other people's creative ideas? Or seemed to enjoy showing folks where they were wrong? Did you ever work for somebody who controlled your every move? Or put the fear of God in you in a way that made you shrink? These bosses may have held leadership positions, but they weren't functioning as leaders. Instead, they were bullies. And bullies can't lead.

I remember one of these from years ago: a middle aged department head in charge of fifty women. She yelled, intimidated, demanded, and forced. Barking expectations and the consequences for not meeting them, she watched us cower in her path. I suppose our obvious weakness made her feel strong and powerful and right. While she had control of us, she didn't win our loyalty. She also didn't earn our admiration or respect. Most of us disliked her. A few actually despised her. Personally? I pitied her. I told myself that this wasn't true leadership. She just thought it was. Unfortunately, at that point in my life I hadn't experienced anything great from the people I served. Intuitively, though, I knew this certainly couldn't

be the real deal.

Poor leadership exists everywhere. It wears many faces. The feature article below identifies ten. Take a look.

Sylvia

FEATURE ARTICLE

10 Common Leadership Deficiencies

Are you demonstrating any of the following ten leadership deficiencies? Even one of these can undermine your effectiveness, reputation, position, or career. More than one can cause serious problems for you. Take an honest look:

1. You expect your employees to perform at a level that you are unwilling to achieve yourself.

Example: You tell your people that twelve hour days are the norm in your department, and then you consistently arrive at the office at 9:00 AM and leave by 4:30 PM.

2. You do not communicate your expectations clearly.

Example: You ask your assistant to arrange a particular meeting for you sometime next week, but you neglect to inform her to avoid early morning time slots.

3. You lack essential interpersonal skills.

Example: You make other people feel awkward, unwelcome, or inadequate.

4. You are not motivated and energized.

Example: You prefer doing the same work in the same way and lack enthusiasm for new processes and initiatives.

5. You make mediocre or poor decisions on a regular basis.

Example: You repeatedly hire people who lack critical thinking skills.

6. You are not open to other people's ideas and suggestions.

Example: You insist on doing things your way because you believe your way is superior.

7. You lack vision and direction.

Example: You think you are doing enough by making sure tasks and projects are completed on time.

8. You fail to develop your staff.

Example: You are too focused on yourself and your own challenges to invest in employees' professional growth.

9. You wait too long to take action.

Example: You have observed a chronic behavior problem in a staffer for weeks, but you choose not to address it until multiple people are impacted.

10. You resist collaboration.

Example: You allow your competitive business approach to block opportunities to work better, smarter, faster with the help of other individuals or organizations.

RESOURCES

The Coaching Report for Leaders is an excellent, comprehensive assessment for anyone in a management position.



**Launching Leaders With Sylvia:
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(See card above.) This twenty-five minute online assessment covers 5 core performance areas: self management, organizational capabilities, team building and team work, problem solving, and sustaining the vision. Available through Launching Lives, LLC, the report provides managers/leaders with an easy to read snapshot view of their leadership skills as well as areas to improve. [Email for more information.](#)

TIP

Identify the leadership deficiency that resonates most with you. Ask three people you trust to share specific ways they were negatively impacted by that particular deficiency over the last year. Then ask them to tell you how you could have handled those situations differently. This exercise gives you the opportunity to understand the consequences to “living” that deficiency and to gain insights around how you can replace it with a competency that truly serves.

Where in the World is SYLVIA?

On October 19, 2011 Sylvia will present an overview of emotional intelligence (EQ) and how it can be leveraged to enhance business experiences to the Harrisburg Chamber Business Women's Committee during their regularly scheduled monthly meeting. Often misunderstood and underused, EQ has been identified as a missing factor in many problem relationships, unclosed sales, and stagnant careers.

Offers and Opportunities

***** AVAILABLE IN JANUARY, 2012 *****

Launching Leaders With Sylvia: 5 Essentials for First Time Managers

This packaged audio product, which will include five CDs, transcripts, and worksheets, focuses on:

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 - Time management
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About This Ezine

This Ezine is 1) to provide readers with valuable FREE content which contributes to both personal and professional growth and 2) to invite them to take next steps toward working directly with Sylvia.

Back issues are [available here](#). Send email by [clicking here](#) to manage your free subscription. Sharing content with attribution is encouraged

Launching Lives Ezine is dedicated, above all, to “building people...building businesses.” ©2010, 2011

About SYLVIA

Sylvia Hepler, Owner and President of Launching Lives, is an executive coach based in South Central PA. Her mission is to support corporate and nonprofit executives and business owners as they solve problems, develop leadership skills, and increase balance in their lives. Her background includes: nonprofit executive management/leadership, public speaking, business and freelance writing, teaching, and retail sales.

A [certified executive coach](#) through The Rescue Institute in Colorado and a participant in extensive continuing education, Sylvia is a platinum level expert author on [ezinearticles.com](#). She has produced an audio CD entitled, “Making Change”, [two special reports](#) for persons in management positions, and an e-book entitled, No Surprises: A Business Guide for Starting Your Coaching Practice.

More information is available at her [Launching Lives Website](#)

[Click to contact Sylvia by Email](#)

Reach Sylvia by phone at 717-761-5457

Launching Lives SERVICES

Launching Lives is an executive coaching company located in South Central PA. Its mission is to support managers and executives to solve their most pressing problems, develop leadership skills, and increase balance in their lives utilizing a holistic approach. Launching Lives focuses on BUILDING PEOPLE through individual, private coaching, group coaching, specialized products, speeches, and retreats. Most coaching takes place by phone.

Often people don't really know HOW they might benefit from coaching.

Quite simply, ask yourself these questions: “What can’t I seem to resolve on my own? What is keeping me awake at night? What am I missing when I look at a certain situation? How can I get to the next professional level? How can I learn certain skills quickly? How can I narrow my professional gaps? How can I motivate my staff? How can I communicate more effectively so I serve myself and others better? How can I reduce my work-related frustration? How can I develop a viable plan of action for myself and/or my organization? How can I obtain greater job satisfaction? Coaching is the SOLUTION to any of these issues.

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