

Ten Steps for Leadership Success

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When working with leaders to address their challenges/areas of focus, follow these ten steps with your client to clarify and define what they want to achieve, what is preventing them from reaching that achievement, and establish a plan for success.

By addressing the following areas, you will help your client enrich their ability to influence and inspire change as leaders. By clearly examining his/her situation and planning in advance for potential pitfalls, the ten steps below will help move the leader away from crisis mode into a plan of action.

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Define

What is the client's leadership challenge or area of focus?

Impact

What is the impact of the challenge on the client's leadership ability, career, and/or life?

Outcome

What is the optimal outcome the client wants to see happen?

Block

What is preventing the client from reaching the optimal outcome?

- Inner vs. Outer
- Clarify whether the block is within the client's sphere of influence to change/remove

Value

How and why is it important for the client to overcome the leadership issue to reach the optimal outcome?

AIM Smart

What is the optimal outcome the client wants to see happen?

Detour

Identify potential issues that could cause client to deviate from the plan (distractions, time constraints, logistics, strategic changes, support from senior leaders, etc.

Alternative Plan

Have client identify how they will get back on track if detoured/distracted.

Success

How will the client know when they have achieved success?

Growth

How will the learnings from this situation help the client grow as a leader?

Credit: The concepts inherent in this article are the author's interpretation of materials issued by iPEC®.