

Coaching Top Talent For Successful Growth

An organization's top talent holds the greatest promise to facilitate accelerated growth for that company. This group of employees consists of promising individuals who have career experience that stands out in their abilities, talents and commitment. Among them are the managers who have the advantage of broad experience and are being groomed for senior leadership roles. Corporate coaching can be valuable in helping these individuals unleash their potential and take their abilities to new levels.

Contrary to popular belief, corporate coaches are not just glorified business consultants. Though sometimes mistaken as psychotherapists, the corporate coach does not perform therapy. Instead, he or she specializes in helping organizations improve their top talent's managerial performances in a manner that is customized to suit that individual's specific skill set.

Continued on page two – Coaching Top Talent

Inside This Issue

1. *Coaching Top Talent for Successful Growth*
2. *The Spirit of Leadership*
3. *IRS Announces 2011 Mileage Rates*
4. *One Minute Ideas*
5. *Seven Steps for Creating a Culture of Commitment and Accountability*

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*Are You Inspiring
Leadership In Others?*

The Spirit of Leadership

Do You Have It? How Do You Know?

You quite possibly have the competitive advantage within your people / staff to drive your company to the next level. Leadership and the spirit of leadership may exist within your company, but how do you take advantage of and / or inspire your people to recognize, utilize, learn, and develop into incredible leaders?

It starts with you! If you are not a great leader it is hard to inspire leadership within others. If you are a great leader... what is it that makes you the leader that everyone wants to follow?

If you think about the traits of a great leader, you will quickly notice that all (or most) of the traits are learned and developed.

Leadership characteristics like:

Being a good communicator, creativity, sincerity, leading by example, good decision making skills, listens to others objectively, being open minded, having a positive attitude, hiring the right people, providing direction, focus, commitment, and determination are all skills, traits, & characteristics that can be developed.

There are other characteristics that are important too... this is just a small list of some important traits.

Think about someone you hold as an excellent leader. Think about how this person relates to others, the specific skills, behaviors, traits, & characteristics that they possess. Now write down all the characteristics that you find admirable.

Continued on page three – Spirit of Leadership

Continued from page one – *Coaching Top Talent*

They are called coaches because they coach an organization's top talent similarly as a sports coach would help a star athlete. They help them stay on track and to maximize their full potential. Coaches dip into a corporate talent pool and emerge having taught these individuals to dramatically sharpen their natural talents and abilities.

It is the coach's job to help top talent create new foundations for their work by encouraging them to unleash their potential and discover their best critical skills. They spend time insuring that the employee fully understands where his or her real talent lies and they help them develop additional skills that further increase the potential for organizational growth.

The coaching process focuses on the employee's personal strengths and weaknesses and draws a clear-cut picture of those traits so that the employee knows exactly what needs to be done to meet his or her goals and the company's objectives. Coaches guide employees toward being better managers and assist them in developing collaborative skills that will propel their company's growth forward at a steady pace.

Coaches encourage their trainees to find their own voices as managers and to optimize every task as a matter of course. They cause employees to be able to harness the impetus to make successful transitions from one area to the next. A corporate coach can teach a managerial hopeful how to be a confident leader with strongly defined strategies to replace ineffective job behaviors with highly effective behaviors. They teach strategic planning and teamwork, they increase the self-confidence of the employee, and help them develop effective communication skills.

In the end, the corporate coach becomes the driver for defining an organization's core business culture, and through its top talent, makes it grow.

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KEEPING AND MAINTAINING YOUR NEW YEAR'S RESOLUTIONS

The coming of a new year is the perfect time to turn a new page, which is the reason so many people create New Year's Resolutions. It's a great opportunity to eliminate bad habits and establish new routines that can help you grow psychologically, emotionally, socially, physically or intellectually. As always though, resolutions are much easier to make than to keep and by the end of January many of us have abandoned our resolve and settled back into our old patterns.

The following are steps to help you to keep your New Year's Resolutions:

- ✓ **Choose a realistic goal and make it specific** – Instead of choosing an ambiguous goal, focus on something you can realistically set your sights on. For example, don't just say you are going to "lose weight", make it specific, such as you are going to lose 10 lbs.
- ✓ **One Resolution is Enough** – You may have a long list of things you would like to do during the year, however, the best idea is to NOT spread yourself too thin by choosing one to focus your energies on.
- ✓ **Take Small Steps** – Start with small steps to help you reach the larger goal because trying to take on too much or doing too much at one time is the primary reason New Year's Resolutions often fail.
- ✓ **Understand Change is a process** – Recognize that the unhealthy habits or behavior that you wish to change have taken years to develop. This is not a race to the finish line and once you have made the commitment to make a drastic change you will be working on it for years to come.
- ✓ **Support From Friends and Family is Vital** – It is always a good idea to explain what your goals are to your close friends or family and ask them to help you achieve your goals.
- ✓ **Find Sources of Inspiration to Renew Your Motivation** – During your first few days of your commitment to change you will probably feel confident and highly motivated to reach your goal. However, it's important to have a list of resources that will keep you motivated when the times get tough.
- ✓ **Constantly work your goals** – Consider keeping a resolution journal, where you can write about your successes and struggles during your journey. Typically after the first 30 days most people have lost the excitement and initial spark of keeping their New Year's resolution. Therefore it's important to keep yourself inspired by constantly working on your goals.

"Success means having the courage, the determination, and the will to become the person you believe you were meant to be."
~ George Sheehan

Continued from page one – *Spirit of Leadership*

Do you possess all of the same characteristics? Of the ones that you don't possess, are they learned & developed?

Does this give you an action plan for self-development? Could you use this exercise for developing leadership within your company?

Your role as a leader is to provide the vision, direction, goals, values, framework, resources, and long term direction for your company. It is also to inspire & motivate others to give their best. A great place to start is by getting your entire staff into the spirit of leadership so they too can help your company be successful.



Having well organized methods to help you develop yourself and your people into great leaders, and utilizing mentors & coaches to keep you focused is a method of success.

Start today!

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IRS Announces 2011 Standard Mileage Rates

WASHINGTON — The Internal Revenue Service issued the 2011 optional standard mileage rates used to calculate the deductible costs of operating an automobile for business, charitable, medical or moving purposes.

As of Jan. 1, 2011, the standard mileage rates for the use of a car (also vans, pickups or panel trucks) will be:

- ✓ 51 cents per mile for business miles driven
- ✓ 19 cents per mile driven for medical or moving purposes
- ✓ 14 cents per mile driven in service of charitable organizations

The standard mileage rate for business is based on an annual study of the fixed and variable costs of operating an automobile. The rate for medical and moving purposes is based on the variable costs as determined by the same study. Independent contractor Runzheimer International conducted the study.

A taxpayer may not use the business standard mileage rate for a vehicle after using any depreciation method under the Modified Accelerated Cost Recovery System (MACRS) or after claiming a Section 179 deduction for that vehicle. In addition, the business standard mileage rate cannot be used for any vehicle used for hire or for more than four vehicles used simultaneously.

Taxpayers always have the option of calculating the actual costs of using their vehicle rather than using the standard mileage rates.

~ Source: www.IRS.gov



One Minute Ideas

Serial Entrepreneurs Driven by Need for Practical Return on Effort

Featured in the Harvard Business Review's – The Daily Stat

62% of serial entrepreneurs see it as a top priority to get a practical return on time or money spent; a value that is viewed as primary by only 38% of U.S. adults, according to a study by TTI Performance Systems.

Only 10% of repeat entrepreneurs rank the desire for personal power number 1, about the same proportion as the rest of the population, says the firm, a developer of assessment tools for job matching and other functions.



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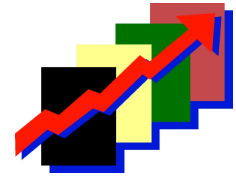
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Seven Steps For Creating A Culture Of Commitment and Accountability



- 1) Communicate to everyone that accountability and commitment are important!
- 2) Align every job description to your company’s strategy and goals for the coming year. Ask everyone to commit to a shared vision of results.
- 3) Make accountabilities clear for everyone by using the benchmark for their job to start a discussion about how their individual contributions matter.
- 4) When you on-board new employees, have job-related professional development planning already in place to help them reach their full potential.
- 5) Build accountability into your company culture using “what & by when” goal and task planning. Project management can be very sophisticated, but the bottom line is “who, what, and by when?”
- 6) Offer ways for employees to communicate obstacles and request the help or resources they need to achieve their goals. When you listen to them, recognize that what you’re listening to is someone who is committed to producing results.
- 7) “Catch” people doing something right: Give frequent, honest and positive feedback. As a general rule of thumb, a ratio of five positive interactions to one critical interaction will help managers build an open communication channel with direct reports.

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Schedule of Public Courses

The following courses are being offered to the public by Harmony Coaching & Consulting. Click on the associated link for more information on the program or to register.

Course Title	Date(s)	Time	For More Information/Registration
SHRM Learning System® is the preparation course for the HR Certification Exam <i>(Every other Saturday)</i>	Feb 8 thru Apr 30	8:30am - 4:00pm	www.cbu.edu/shrm
The Coaching Clinic® is a two-day workshop for executives, managers and leaders to experience and learn coaching skills and competencies.	TBD	TBD	www.harmonycc.net/coaching-clinic.php
Leading at the Speed of Trust™ is a two-day workshop for anyone interested in increasing revenues, decreasing costs, enhancing/repairing relationships, or improving their credibility with employees or customers.	TBD	TBD	Email: info@harmonycc.net

