



Fortune Leadership

What Got You Here Won't Get You There

Follow-Up Action Steps

Increasing Leadership Effectiveness and Building Key Relationships

- Make a list of the key stakeholders who most impact your life – at work and at home.
- Determine one key behavioral change that will lead to a more positive relationship with members of each group (direct reports, peers, family members, etc.).
- Ask for feedforward input on how you can achieve this positive change in behavior and how you can improve this relationship.
- Listen in a non-defensive manner.
- Think about all of the input that you receive (don't over-promise).
- Respond to key stakeholders about what you plan to do.
- Involve them in your ongoing change effort.
- Follow-up to ensure lasting results.

The Daily Question Process

- Record your daily questions on one column of an Excel spreadsheet.
- Write your 'goals for the week' next to each question.
- Arrange seven boxes across from each question (one for each day of the week).
- Record your results every day.
- Compare actual behavior with desired goals.
- Continue the process and calculate monthly and yearly progress.

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