

7 Ways to Develop Future Ready Leaders



How can you build a better, stronger business in a marketplace where change, challenges, and hyper-competition will continue to accelerate? [Develop future ready, 3Q leaders who adapt, evolve, collaborate and grow at the speed of change.](#)

Enjoy the following infographic and the accompanying article on seven powerful ways to help your business, your organization survive and thrive in disruptive times.

Systematize

Have a 360 degree snapshot of all critical areas of your business.

Get the info YOU need

Go to your front lines for crucial client information.

Don't Just Train- Retain & Grow!

Make learning/relearning, talent optimization and growth a priority!

Do More Good Work

Give back and get! Differentiate yourself and engage your community and constituents.

Build Your 3Q Leadership Edge™

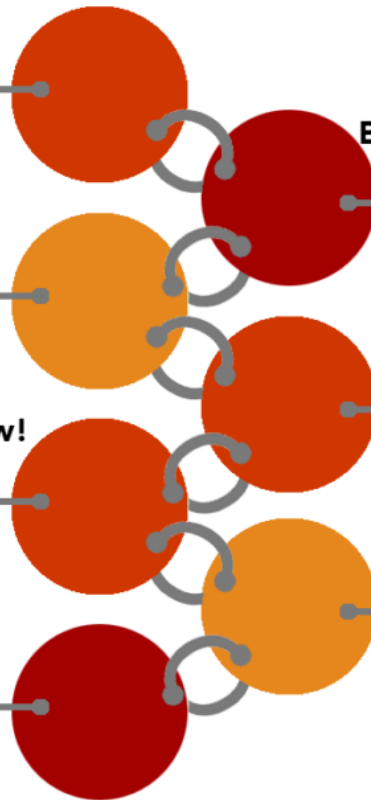
Three essential skills that grow at the speed of change/challenges.

Develop a Community of Purpose:

Develop your social, digital, cross-cultural and cross-generational success team.

Engage and Empower

Practice MWBA for employee rapport, loyalty and engagement.



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Step 1. Systematize!

Align your business strategy with objectives and make sure that your financial/business reporting systems AND the systems you use to monitor hiring/training/rehiring/talent optimization, as well as suspect, prospect and strategic partnership pipelines are well oiled and working. Make empowerment, engagement, financial and business accountability real. Your horizon can change in a bleep, being prepared means an alignment of strategy, objectives and real-time information and a 360-degree snapshot of each area of business importance!

Step 2. Build Your 3Q Leadership Edge | Your Advantage at the Speed of change

Build three critical areas of strength that are modeled by

your leadership, honed by your management, taught to your employees and used to reach, engage and satisfy your clients, prospects and the communities you serve. 3Q Leadership Strengths are built by *optimizing strengths* and learning how to *USE changes, stressors, and failures to build and optimize your potential*. Counterintuitive, yes, but it is the way to develop future-ready leaders!

IDEATION Q1: Ideation, strategic thought, focus on what counts, ability to learn-relearn.

EMOTION Q2: Emotional Intelligence: Communication, collaboration, resiliency, risk tolerance

INTEGRITY Q3: Integrity of Purpose, Communication & Action: Values, integrity and the using intrinsic motivators as anchors. Optimize, humanize, monetize with ideation, emotion, and integrity.

Step 3. Get the Info You Need, Go to the Source

The best sources of information are the employees who are at the front lines of your business actively dealing with your clients. Do you get regular input from employees at the front line? Have you established a great system of vertical and horizontal communication, of employee engagement and participation? Do you have a system of surveying and engaging current clients, of reaching out to find out what they like, what they need and how you can help in a greater way. Do you have a social media program (internal, external or both) that is meeting your growing needs and objectives? The human bond, the human relationship whether planted and cared for person to person or through social media channels is the most important bond you have.

Step 4. Develop a Community of Purpose

Business sustainability and your attractiveness factor rely upon shared values and objectives. What are the values and business objectives that your company lives and breathes? Are you using your values, your objectives, the integrity of your purpose and commitment to all constituents (employees, clients, prospects, strategic partners, stakeholders, the actual and virtual communities you serve) to build a strong community of purpose?

Step 5. Don't Just Train – Retain and Grow Skills (Reskill)!

The best training in the world helps, but it is not enough. Training that sticks is training that is accompanied by coaching, or a form of follow-up to make the training stick. Cookie-cutter sells, but if you want to train and retain it is critical to find not only a high integrity, excellent provider who understands your needs, goals, and objectives but a person or organization that will go the extra mile by providing the collateral support you need to make the training stick!

Step 6. Master MBWA

Peter Drucker coined the term: Management by Wandering Around decades ago; and while command and control leaders often ascribe this to taking a stroll through the general office and peaking in cubes to make sure everyone is working, MBWA is an exercise in humanization, in reaching out to the people who work for you and developing rapport. Success is a human factor, and it begins with the people you lead and manage. Do they know you? Do they like you? Do they trust you? If you can

answer yes to all three questions, the imperative for MBWA is still critical because you need to maintain employee relationships in disruptive times where rampant disengagement is a workplace pandemic.

Step 7. Do More Good Work

Purpose equals profit on a multiplicity of levels. Put your great company, products, and services in the limelight. Give back in a way that differentiates your company. Feed the souls of your people and your community. Find a new way to involve more of your staff in a CSR initiative, or find a community project that a department or business unit can champion. Pick a charity, cause or community development project and partner with them! Show your community that you care and they will care back!

Yes, your business is all about creating value for others, and doing so in disruptive times means getting clear about what really matters. Corporate governance and financial management are bedrocks, but they will not generate business; they will not [fill your pocketbook without a value proposition that hits the heart and soul](#) of your clients, your prospects and furthermore engages new strategic partners and alliances as well as the community you serve, and the digital community that follows you.

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