

# 7 Simple Steps\* that Guarantee LEADERSHIP GROWTH

Ongoing interaction and follow-up with Stakeholders (Colleagues) is central to achieving positive, long-term, leadership change.



## 7) Follow-Up

The most impactful step in creating positive, sustainable change. Follow-up can be done easily by repeating Steps 1-7 on a monthly basis. Get FeedForward, create and share your action plan, execute, and repeat.



## 6) Change

The challenge for executives is not KNOWING what to work on, it is SHOWING that they are working on it. Changing perception is only hard without a process one can follow.



## 5) Respond

Make it easy for stakeholders to recognise the change by letting them know which behaviours to look out for. Share the action plan with stakeholders so they can see exactly what you are working on.

**My Target Area for Leadership Growth:**

## 1) Ask



"What can I do better...?" Asking that question is an impactful step, made easy by using FeedForward: keeping the suggestions focused on what you can change - the future.

## 2) Listen



Now that you have asked, it is time to actively listen. The stakeholder will be sharing valuable information on specific behaviours that would demonstrate positive change. Listen and take note.

## 3) Thank



Say "Thank you."  
FeedForward is a gift and gifts are to be thanked. Be careful to not judge. Just say "Thank you."

## 4) Think



With future-focused suggestions from stakeholders, it is time to create an action plan. A plan that offers maximum leadership impact, yet requires minimal investment.

To whom should you ask the question:  
"What can I do better....?"

\* Source: Marshall Goldsmith - Stakeholder Centered Coaching (SCC). 95% of leaders using SCC improved their effectiveness. (11,000 leaders on 4 continents.)

