

Disrupt Yourself!



Jackson Leadership

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FEI

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DISRUPTION



DISRUPTION = GROWTH



AGENDA

- 
- Drivers of leadership development
 - Assessments
 - Coaching
 - Learning via experience

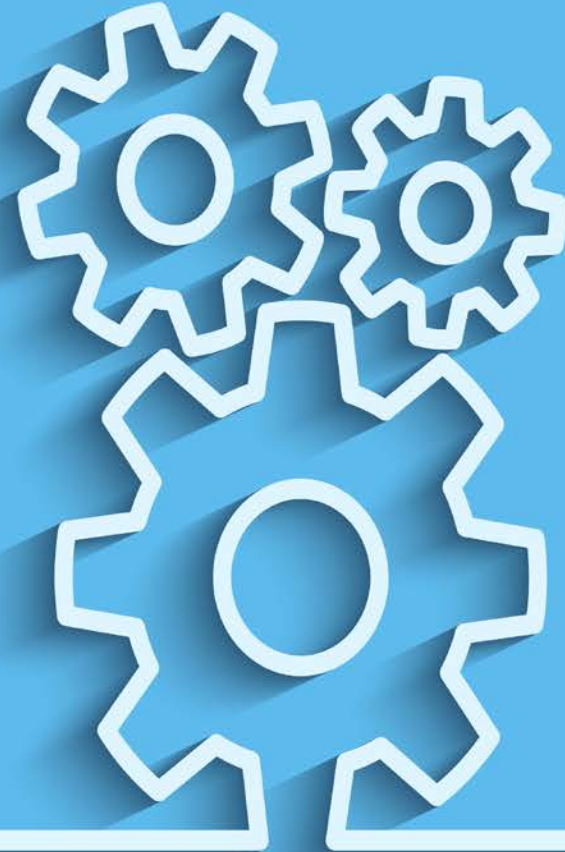
DRIVERS

Self awareness

Goal setting

Feedback

Reflection



ASSESSMENTS




ASSESSMENTS

- **360 surveys**
- **Personality testing**
- **Simulations**
- **Assessment centres**
 - traditional and virtual

VIRTUAL ACs

Inbox


 **New message**

Inbox 7

Sent

Drafts 0

Trash

Search messages 

Austin Tripplett May 25, 2016
Competitive offer
I just received a very competitive proposal from a start-up outsourcing company in Bangladesh. Their...





Tony Polster May 25, 2016
Problems on my shift
I've been experiencing problems on my shift in the past 24 hours. ThereAir has launched a huge holid...

Sinead Sing May 25, 2016
Call?
I wanted to send you a personal welcome note! I am very happy that you decided to join PSS. As you g...

Problems on my shift

May 25, 2016 7:30 AM
From **Tony Polster** To Me

No attachments

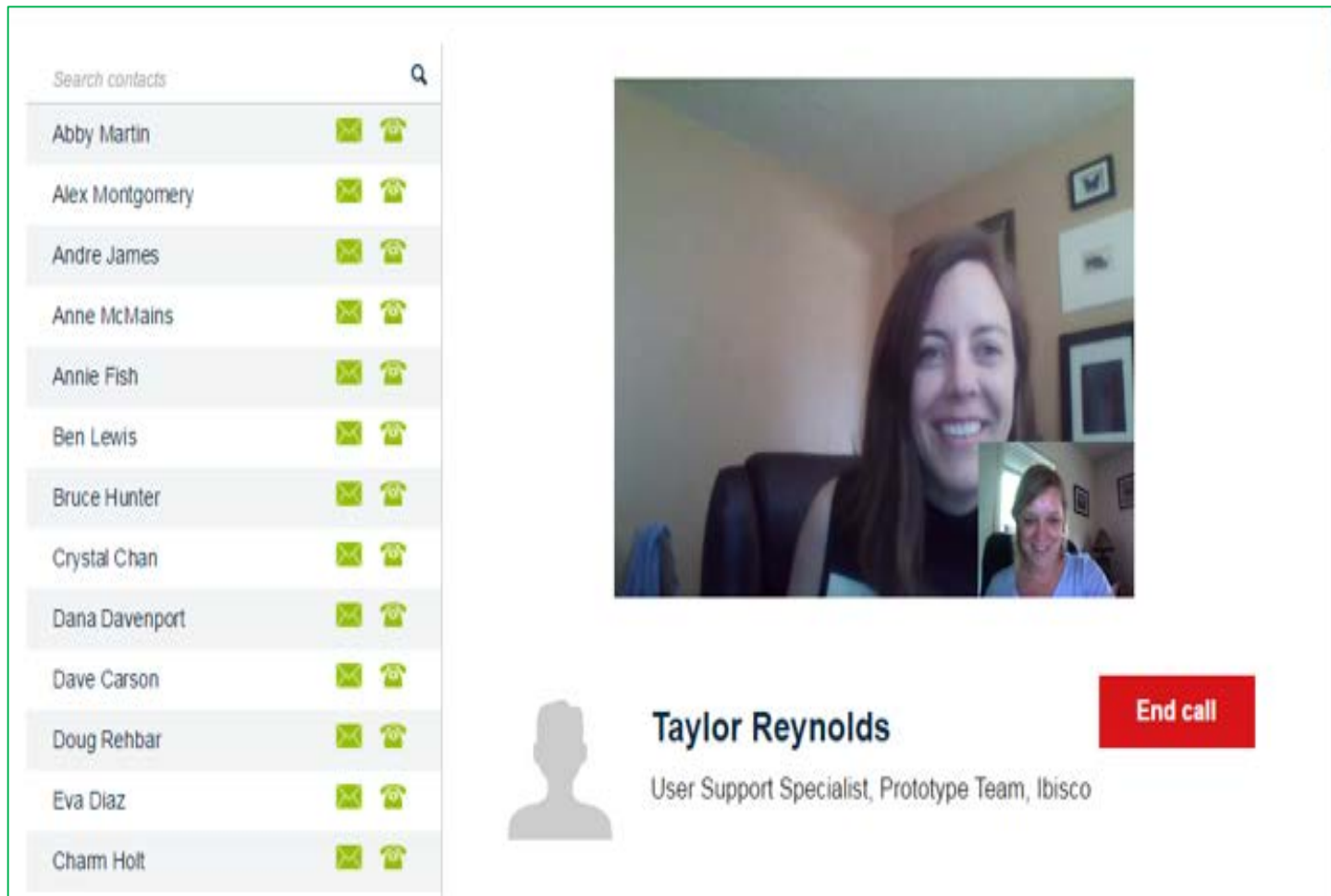
 Reply  Reply all  Forward 

I've been experiencing problems on my shift in the past 24 hours. ThereAir has launched a huge holiday sale yesterday and the volume of customer calls wanting to book airfare has been overwhelming. My child is still sick, so I was running back-and-forth between the customer calls and taking care of her. I managed to make 45 reservations in the past eight hours, yet I ended-up missing over 70 customer calls.

I currently have two written notices and fear that I may lose my job. I also believe that, in this case, the fault is not mine.

Best,
Tony
Tony Polster
Project Associate

VIRTUAL ACs



The screenshot displays a virtual meeting interface. On the left is a contact list with a search bar at the top. The list contains 14 contacts, each with a name and icons for email and voice call. On the right is a video call window showing a woman with long brown hair, Taylor Reynolds, smiling. A smaller inset window shows another participant. Below the video call is a profile card for Taylor Reynolds, including her name, title, and a red 'End call' button.

Contact Name	Email Icon	Voice Call Icon
Abby Martin	✉	📞
Alex Montgomery	✉	📞
Andre James	✉	📞
Anne McMains	✉	📞
Annie Fish	✉	📞
Ben Lewis	✉	📞
Bruce Hunter	✉	📞
Crystal Chan	✉	📞
Dana Davenport	✉	📞
Dave Carson	✉	📞
Doug Rehbar	✉	📞
Eva Diaz	✉	📞
Cham Holt	✉	📞

Taylor Reynolds
User Support Specialist, Prototype Team, Ibisco

[End call](#)

PUTTING INTO PRACTICE

- **Ask for assessment!**
- **Revisit results 1x/yr**
- **During onboarding ask for results**

COACHING



4 PARTS OF COACHING

- One on one relationship
- Structured program
- Personal learning process
- Sustained behaviour change

OUR COACHING PROCESS



1

INTRODUCTORY
MEETING

2

EXPLORATORY
DISCUSSION

3

ASSESSMENT

4

FEEDBACK

5

EARLY
COACHING

6

DEVELOPMENT
PLAN
MEETING

7

ACTIVE
COACHING

8

FINAL
REVIEW

TYPES OF ENGAGEMENTS

- **Brief**
- **Standard (6-month)**
- **Onboarding**
- **Team coaching**
- **Mission-critical**

PUTTING INTO PRACTICE

- **How to select a coach**
 - Chemistry
 - Try before you buy
 - Credentials
 - Sound process
- **Transition**
 - Look for coach-in-training
 - Reconnect with your old coach

A sailboat with a large white sail is sailing on a dark, choppy sea under a blue sky. The boat is tilted to the left, and several people are visible on deck. In the background, another smaller sailboat and a lighthouse are visible on the horizon.

LEARNING
THROUGH
EXPERIENCE

4 TYPES OF LEARNING

General Management

- Strategy development
- Project management and implementation
- Business development and marketing
- Business growth
- Product development
- Start-up business
- Financial management
- Operations
- Support functions
- External relations

Overcoming Challenges and Obstacles

- Inherited problems and challenges
- Interpersonally challenging situations
- Downturns and failures
- Difficult financial situations
- Difficult staffing situations

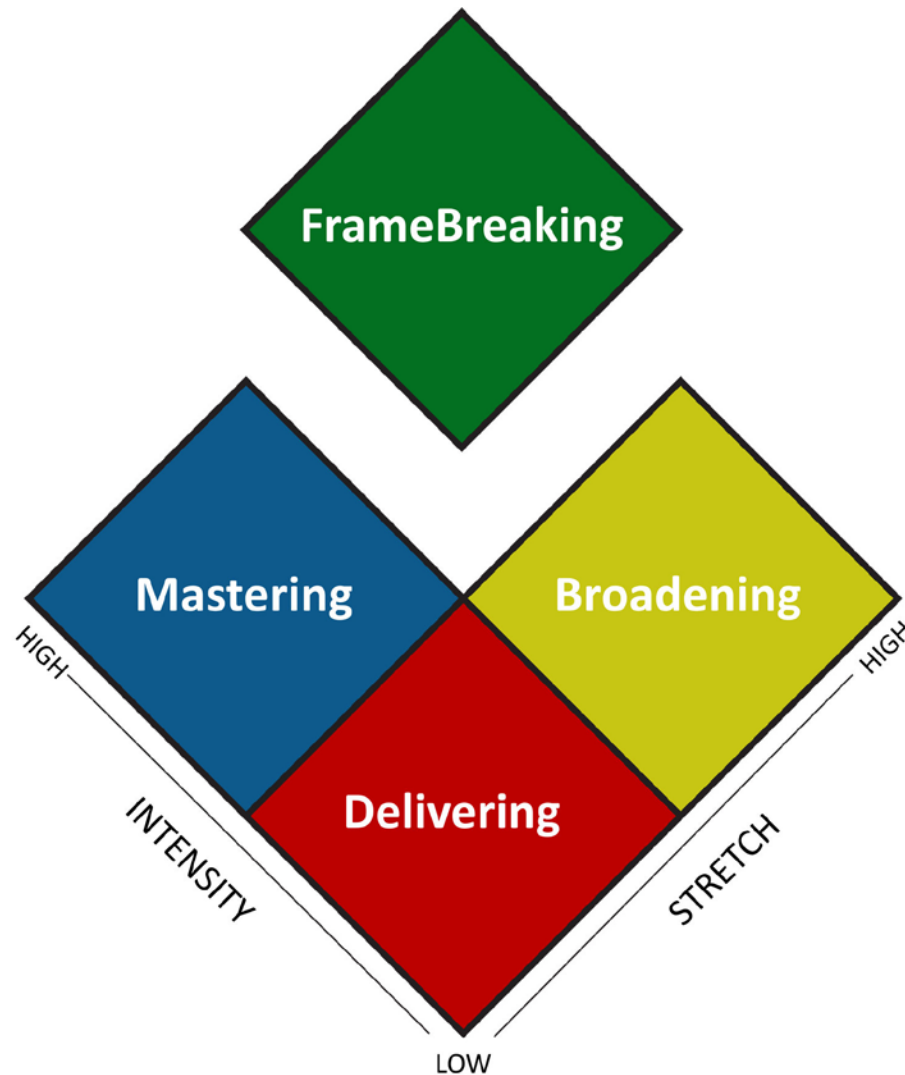
Risky and/or Critical Experiences

- High-risk situations
- Critical negotiations
- Crisis management
- Visible assignments or initiatives

Personal & Career Related Experiences

- Self-development
- Development of others
- International and cross-cultural
- Diversity
- Extracurricular activities

INTENSITY VS STRETCH



PUTTING INTO PRACTICE

- Find overlap b/n your needs and org needs
- Gain boss and org support
- Examine your role – 12 mths
- Remember – do it for others

WRAP UP





CONTACT ME TO RECEIVE POST-SESSION PACKAGE



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