

## Why Companies Are Looking For Leaders Today

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**(Five Easy Principles You Need To Succeed)**



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More leaders more effective sooner

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## Agenda

1. Two background slides
2. The 5 skill sets & coaching questions
3. How it relates to job search
4. Examples & questions

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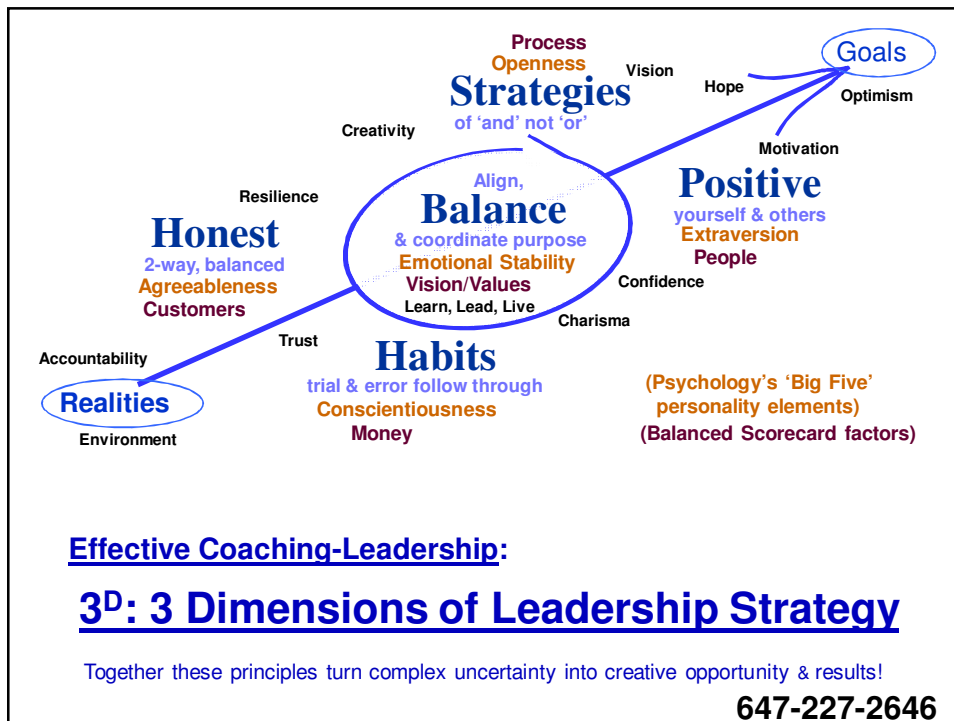
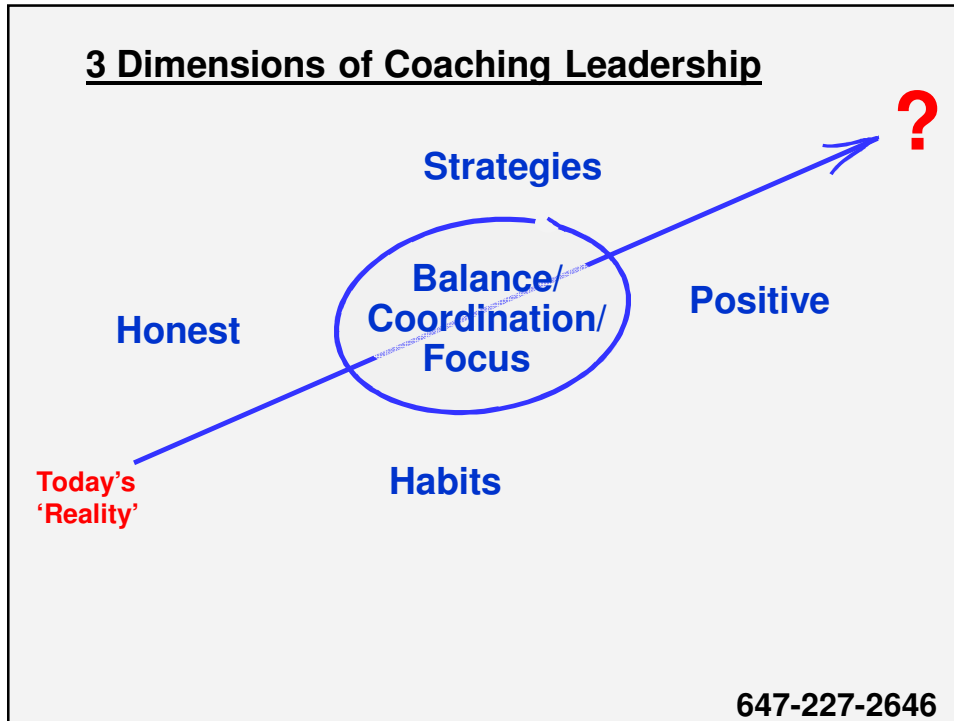
### Key Facts:

- People skills aren't taught... but learned
- **People skills rate lowest for 82% of execs**
- **75% of CEOs say "people are my biggest headache" (cf: Google)**
- People are the most complex puzzles
- **Complexity Science says "use simple rules... together!"**
- **Think probability – to raise your chances 3 to 15 times**

### Google's 8 keys to effective leadership:

1. Be a good coach - **balance push/help**
2. Empower - don't micromanage - **balance**
3. Express interest in individuals' success, health, well-being
4. Don't be a sissy - be productive and results-focused
5. Be a good communicator & listen to your employees
6. Help your employees with career & professional development
7. Have a clear vision and strategy for the team
8. Have key technical skills so you can help the team

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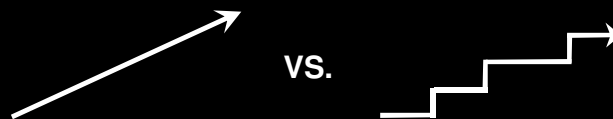
### Five Keys for Job Search

1. Figure out what you want
2. Resumes & Cover Letters
3. Networking and...  
Information interviews
4. Interview prep –  
don't scare the interviewer
5. The hidden key: On the job...  
leadership skill builds... and  
leads to the next job

### The Five Patterns of Extraordinary Careers

Book - James M. Citrin, Richard A. Smith

1. Understand the value of **YOU!** Believe!
2. Seek the right fit – “want to, good at, \$”
3. Break the “no experience” barrier this way:



4. Practice great (coaching-style) leadership  
(helps **you** as well as others)
5. Do the basics well & seek high impact roles  
(today the 80-20 rule is 90-10)

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Execunet believes these 8 hints “reduce a 12-14 month job search by 4-5 months”

- Never lead with your resume
- Don't rely on recruiters
- It's not who you know, but who you don't know
- The tighter your objective, the shorter the search
- Think small
- Talents are more important than skills
- Fill the hidden need
- Best prepared usually beats best qualified