



GREATNESS

LEADERSHIP COACHING

**Welcome to the Greatness Newsletter
March 2018 Edition!**

Empower yourself to be at your best

*"The power you have is to be the best version of yourself you can be,
so you can create a better world."*

Ashley Rickards

I trust this newsletter finds you very well as you are wrapping-up 2018's first quarter!

This edition's wide-ranging menu is inspired by conversations about growth -personal, professional and organizational- I had the chance to engage in across various continents recently.

I hope that you enjoy discovering the "8 empowering choices to be at your best in 2018" and try out one or two over the coming months. The "game-changing thoughts for your inspiration and motivation this year" shall blow your sails along your journey as well.

You will also find herewith a few common traits of "agile and collaborative leaders" I have come to recognize as important over the years. Which ones could you leverage even more?

Finally, you can read about the latest trends in executive coaching, which I just learnt about at a conference in New York City.

Happy reading! 😊

Jean-Francois Cousin



**Speaker, Author and Master Certified Coach
Director at the Global Board of the International Coach**



SPEAKING EVENTS

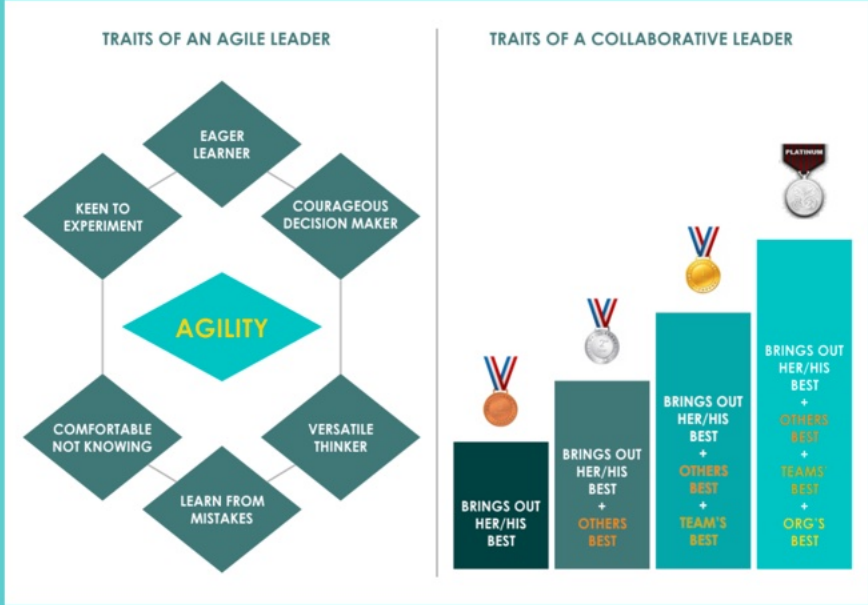
Speaking Event #1

How coaching raises agility and collaboration in organizations

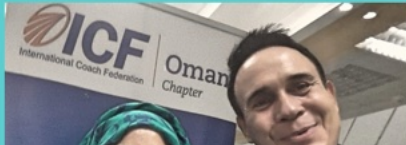
Muscat, Oman - January 2018

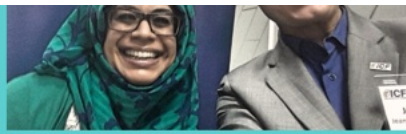
Definitely true to its tag-line, Oman is 'where Beauty has an address', and the friendship and hospitality of its inhabitants has been well known for millennia. I was therefore very grateful for the chance to speak with leaders and coaches in Muscat about how coaching raises agility and collaboration in organizations.

We particularly discussed what makes a leader agile and collaborative. Here are a few traits that help:



[Read more](#)





Speaking Event #2

Best practices to set up Thai leaders for success, in Asia and world-wide

Bangkok, Thailand - February 2018

What actions can CEOs and HR Leaders take, to help Thai leaders attain global leadership standards and contribute their unique value in regional and global teams?

Ulrich Zachau (Director, Thailand, Malaysia, Regional Partnerships, The World Bank Group), Ms. Waewkane Assoratgoon (Managing Director for Yum! Restaurants International), Chalermpong Darongsuwan (Managing Director of Philips Electronics (Thailand) Ltd.) and myself, shared our experience and insights.

Ms. Assoratgoon opened the talk by painting the contrasted landscape of East- vs. West values:

<p>Patron/Seniority Relationship "Bunkhun" – Show gratitude for leader. Status and Respect.</p>	<p>Relationship and Performance Deliver Results. Build Relationship.</p>
<p>Sincere, Deep Relationship "Namjai" – Show Kindness and Consideration to others.</p>	<p>Quicker to Connect & Trust Do not expect deep, sincere relationship upfront. Be more open.</p>
<p>Sincere and Humble "My work speaks for itself." Talk less than do.</p>	<p>Make it easy for others to know you. Self-advertise. Self-promote.</p>
<p>Group Harmony "Krengjai" – avoid conflict. Do not make others feel uncomfortable.</p>	<p>Solve Problem No face, ego, conflict avoidance. More trust and conflict capability.</p>
<p>Power Distance Take responsibility and make decisions for my own clearly defined tasks</p>	<p>Participative and Creative Decision Making Participate in problem solving in unknown situations.</p>
<p>Close Network Circle of Family, relatives, friends.</p>	<p>Open Network Be broad and approachable. Easy to connect.</p>

Photo courtesy of Ms. Waewkane Assoratgoon

Amongst the practical ideas offered were these 5 keys for CEOs, to help Thai Leaders become Global Leaders:

1. Expatriate hi-potential leaders to different continents *early* in their career (starting with short-term missions)
2. Offer (bi-)monthly 'developmental-feedback sessions'
3. Propose *global* mentors or/and coaches
4. Help them to overcome and develop a world-wide network

4. Help them gain exposure and develop a world-wide network
5. Challenge their thinking and curiosity, and invite them to join think-tanks / strategic project teams

[Read more](#)

[Previous edition](#)



Stay tuned for the next public speaking events!

- **Casablanca, Morocco, May 9, 2018** - "*Les enjeux du coaching dans les organisations 2.0*"
- **Amsterdam, The Netherlands, May 11, 2018** - "*How do coaching cultures evolve leadership-DNA and help organizations thrive?*"
- **Brussels, Belgium, May 17, 2018** - "*How do coaching cultures evolve leadership-DNA and help organizations thrive?*"

POPULAR ARTICLES





8 empowering choices to be at your best in 2018

Here is a brief overview of the 8 empowering choices I thought of, and a few tips to complement them:



CHOICE #1 - CHOOSE OPTIMISM

- **Tip #1** - Train your mind at uncovering opportunities in challenges
- **Tip #2** - Surround yourself with enough positive people



CHOICE #2 - CHOOSE TO TRUST OTHERS

- **Tip #1** - Grant your trust and explain why you choose to do so
- **Tip #2** - Don't compromise about integrity



CHOICE #3 - CHOOSE GRATITUDE

- **Tip #1** - Stop complaining for a full day... and observe what happens and how your feelings evolve
- **Tip #2** - For a few minutes, let your thoughts focus on what you can be grateful for every morning before you start your days
- **Tip #3** - Say a heartfelt thank you every day to at least 5 people you are grateful to. And tell them exactly what it is you are grateful to them for.



CHOICE #4 - CHOOSE TO HEAR THE FULL TRUTH ABOUT YOU

- **Tip #1** - "Feedback is the breakfast of Champions", put it on your daily menu
- **Tip #2** - Once you hear the truth, express gratitude and do something about it



CHOICE #5 - CHOOSE TO SHOW THAT YOU CARE

- **Tip #1** - Find out what matters to your people (e.g. ask them the highlights of their weekends)
- **Tip #2** - Care, and let people recognize it, with humility



CHOICE #6 - CHOOSE FORGIVENESS

- **Tip** - Forgive face-to-face, addressing the issue, your feelings and stating that you are moving on



CHOICE #7 - CHOOSE AN ABUNDANCE MINDSET

- Give some of your time away.

- Should you be short of time, give some to help others. You will find others will help you in return
- Give to someone something you want more of, and monitor the consequences
- Love, and you will be loved
- Listen, and you will be listened to
- Help, and you will be helped
- Give credit, offer appreciation, and you will get credit and be appreciated



CHOICE #8 - CHOOSE HAPPINESS BEFORE SUCCESS

Keep in mind French poet Guillaume Apollinaire's words of wisdom:

" Now and then, it's good to pause in our pursuit of happiness and just be happy."

Read the full articles below:

8 Empowering Choices to stay at your Best ([Part 1](#)) and ([Part 2](#))

SPECIAL PRESENTATION

Inspiration for a Game-Changing Year

Here's a collection of game-changing thoughts for your inspiration and motivation along 2018! They range from personal growth to mindfulness and from strengthening relationships to bringing your leadership to new heights.

May I invite you to select a few to live by in the coming months?

I hope that you find one that makes the biggest difference in unleashing your inner Greatness in your personal or professional Lives :)





May you unleash the Greatest story there can be...
Yours in this New Year!

GREATNESS
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See many more inspiring thoughts and quotes in [this article here](#)

IN THE SPOTLIGHT

15th Annual Executive Coaching Conference

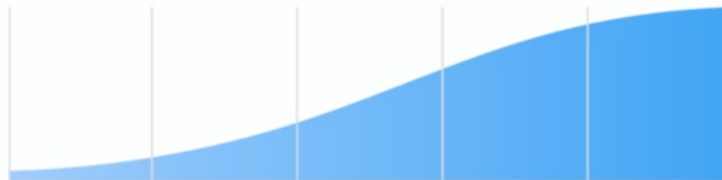
March 20 - 21, 2018, New York City

This well-known conference engaged 170 senior HR leaders using coaching in their organizations and coaches around the theme "Building Coaching Cultures to Achieve Corporate Goals".

The enthusiasm of participants for coaching was remarkable, as were the success stories shared by Google, GSK, 3M, J&J, the US Department of Defense, AbbVie, e-bay, John Deere, Prudential, AstraZeneca and others.

Here are a few insights I gathered from presenters and HR leaders:

Stages of coaching maturity



Incidental

At this stage, there is no program - simply a set of individual coaching engagements.

Centralized

There are now enough individual engagements that it is more efficient to handle them centrally. A central budget is created along with simple guidelines for coaching

Metrics-Based

As the budget for coaching grows, it becomes essential to track and report on the return on the investment being made. Higher standards are adopted for the coaching pool. ROI becomes the focus.

Strategic

With ROI understood, the focus evolves to using coaching to support strategic business initiatives. Coaching is aligned with competency models and talent management initiatives.

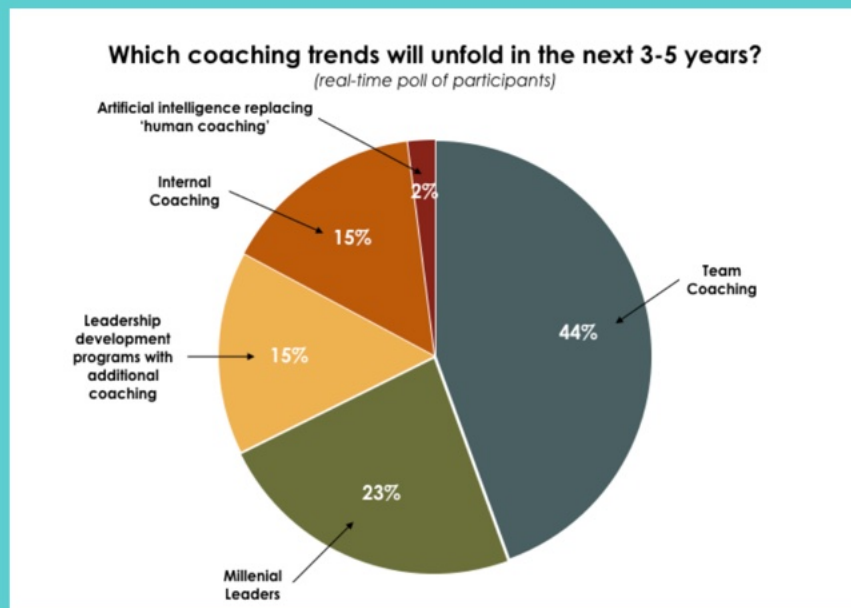
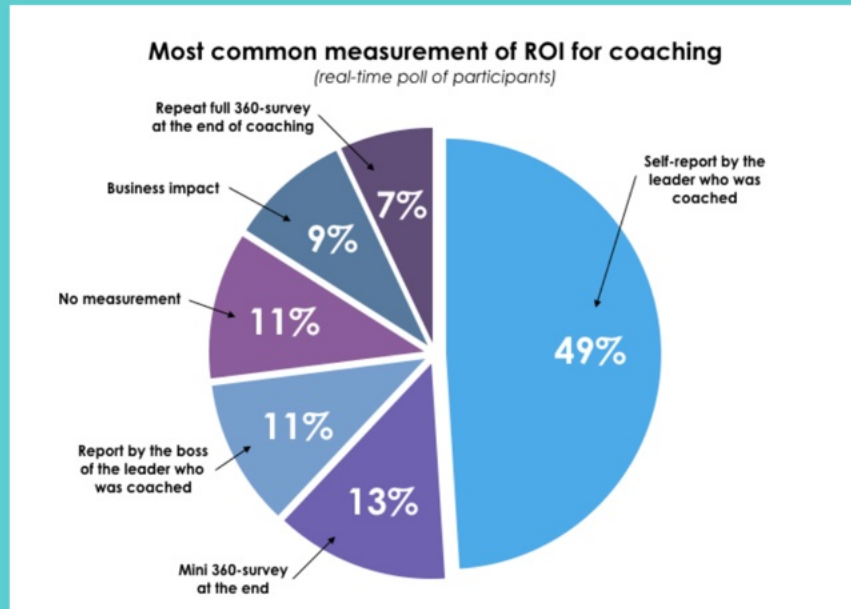
World Class

Coaching becomes essential part of a culture of development. The tool and its value is well understood by leadership, HR, and management, Coaching is utilized and adapted for multiple purposes.

(Infographic from Jeremy Stover, Director of Leadership Development and Coaching at LinkedIn)

"Hope, vision, compassion, playfulness help create the right state for the Client to work well with coaching."
 (Richard Boyatzis, PhD, Case Western Reserve University)

80% Organization expect the growth of coaching to continue over the next 3 to 5 years
([CoachSource research](#))



"Many millennials are screaming for coaching, and they want to learn the skills to 'coach up'."
([Dan Essad, Bekaert LLP](#))

([Becky Cotton, Google](#)) "Our project 'Aristotle' was about what makes a great team. It identified 5 keys to a successful team:

1. Psychological safety (team-members feel safe and take risks to be vulnerable in front of others)
2. Dependability (get things done on time and excel)
3. Structure and clarity (clear roles, plans and goals)
4. Meaning (work is personally important to team members)
5. Impact (team members think that their work matters and creates change)"

(note: co-location of the team, seniority-level, % of introvert/extrovert did not have a significant impact on what makes a great team)

Check-out Google's website for valuable "practices, research and ideas to #makeworkbetter and help you put people first": www.rework.withgoogle.com

re:Work

SUBJECTS ▾

GUIDES

CASE STUDIES

BLOG



Get started

re:Work is organized around ways you can make an impact in your workplace. Each subject contains tools and insights for addressing specific challenges.

GOAL SETTING Set goals to align efforts, communicate objectives, and measure process.

HIRING Make better hiring decisions through job descriptions, structured interviewing, hiring committees.

LEARNING & DEVELOPMENT Empower your employees to grow and develop by making learning a priority.

MANAGERS Identify what makes a great manager and offer feedback and development opportunities.

PEOPLE ANALYTICS Make informed, objective people decisions using science and data.

TEAMS Examine team effectiveness and how to foster psychological safety.

UNBIASING Reduce the influence of unconscious bias by educating, measuring, and holding everyone accountable.

Check-out Google's website for valuable "practices, research and ideas to #makeworkbetter and help you put people first": www.rework.withgoogle.com



The conference was held nearby Central Park under the snow, I couldn't resist the visit after sessions!

RESOURCES



TOOLS & EXERCISE(s)

Listen to the Audio Book of 'Game Changers at the Circus!'

Or get your own copy now in paperback or e-Kindle on Amazon [here](#)

[Listen to the Audio Book](#)

MEDIA PUBLICATIONS

[SETTING UP THAI LEADERS FOR SUCCESS IN ASIA AND WORLDWIDE](#)

[LEADERSHIP TIPS FROM ICF GLOBAL BOARD DIRECTORS](#)





EXTRAS

2017's most popular articles on leadership
McKinsey, Jan. 2018

EXTRAS

Five athletes give five winning lessons
McKinsey, Feb. 2018

... in sport as in Life and business, featuring Thai skier Kanes Sucharitakul; an insight-rich, short article.



EXTRAS

Games in the strategy room
(McKinsey, March 2018)

This Quarterly issue looks at the social dynamics and cognitive biases that can get in the way of a successful corporate strategy and shows how companies can make the big moves to achieve real strategic breakthroughs.



GREATNESS NEWSLETTER

December, 2017

"He who has health, has hope; and he who has hope, has everything."
- Thomas Carlyle

Check out the [previous edition of the Greatness Newsletter!](#)

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Here's to the Greatness in You!

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