



The Executive Foundation Program

5 Essential Skills for Senior Leaders

[Sample Chapter]

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The Five Skills of a Successful Leader

What do successful executives have in common? They have built a strong Executive Foundation: they have acquired the skills, behaviors, and perspectives that drive great performance and results. The Executive Foundation™ Program is designed for seasoned, new or aspiring executives to assess and improve the strength of their own executive foundation: the essential skills that reflect many of the attributes of successful senior leaders. We have identified the following five key skills as the foundation of a senior executive's success:

- Visioning
- Aligning
- Strategizing
- Executing
- Developing People

This program will help you gauge your degree of strength for each skill, identify any gaps or weaknesses, and work on gaining mastery. From our experience working with hundreds of executives, we have found that executives who master these five skills generally are more successful. The benefits of using the Executive Foundation Program include:

Better results

In today's fast paced business world, who doesn't need to achieve better results? This may look like greater revenue, more profit, higher customer satisfaction, faster time to market, reduced costs, or higher employee retention and satisfaction. A stronger executive foundation increases the probability that you can go beyond expected results.

Less stress

Many of our clients say that they are working harder than ever before with fewer resources and higher expectations of what they need to deliver. Building your executive foundation will help to increase your strategizing and planning skills so that you can be more proactive and get ahead of the curve. When you are ahead of the curve you have more control, which means less stress.

Increased stability

Many of our clients say that they are frustrated trying to keep up with ever changing goals and business conditions. Yet this lack of stability is often caused by internal factors such as poor long-term planning rather than by changes in external industry conditions. Executives who master the skills of visioning, strategizing and planning will create greater stability in their work environments.

Decreased conflict

Executives whose strategies, plans and goals for their organization are linked to a clear vision will have an organization that is working towards a common purpose. Having a clear, well thought-out vision linked to immediate strategies and plans reduces the likelihood of conflict, since key stakeholders will be aligned on what is required and expected of them.

Improved performance

Executives with a strong executive foundation oversee organizations that run like well oiled machines. Everything and everyone is in sync and there are few if any breakdowns in plans and procedures. Imagine leading an organization in which you are proactive versus reactive; know where you are heading for the next 1-3 years; have everyone aligned on plans and goals; have adequate resources; execute with quality and therefore deliver the results you want.

How satisfied are you with your own Executive Foundation?

Take the Executive Foundation Assessment to find out.

The Executive Foundation Assessment

[Note: the complete assessment appears in the book]