

MOMENTS

February 2007

The BRIGHTON GROUP

Partners^{Inc.}

The Brighton Group/OI Partners, Inc. is a locally owned and managed consulting firm specializing in career and organizational transition services. In-depth one-on-one consulting is the core of our distinctive approach.

www.brightongrp.com

Leadership opportunities often hinge on moments of action and reaction that reveal the true nature of the leader. It may seem unfair, but these momentary instincts often shape the opinion of those who influence advancement and opportunity within an organization. Can these moments be consciously and positively influenced? Evidence suggests they can. We offer four moments of contribution to look for that demonstrate leadership and build careers.

Elevating Perspective: Perspective is the ability to give focus to an issue or opportunity in a way that draws in and energizes others. Draining meetings, tangential discussions or heated debates are often advanced by the voice of perspective. A situational insight, summary thought and broader context are all valued and remembered contributions that eventually open doors of opportunity for the contributor. Savvy leaders use perspective to mobilize, persuade, and channel energy and effort.

Sharing Credit: Success in business or life is rarely an independent event. Mentors, timing, unseen advocates, and unexpected opportunities are often more mysterious than predictable in their visitation. Great leaders recognize the many human factors and forces at work in every success. This kind of credit sharing goes beyond good business practice and enlightened leadership, and it speaks to a more fundamental truth that relationships forged in the midst of worthy pursuits are indeed the most lasting reward.

Owning Mistakes: Character and strength are often demonstrated in the owning of responsibility for personal or group mistakes and failures. A healthy sense of self is required to face mistakes and recognize that they are not the last word in most situations. The path of commitment and personal growth is often paved with truth telling that, at the time, seemed both painful and necessary. That kind of truth telling builds relationships, business, morale, and opportunity in many instances. There is something both compelling and disarming about a leader who admits and corrects mistakes without pretense.

Controlling Damage: The more fluid organizational life becomes the easier it is for significant issues to smolder outside of a leader's purview and then surface in a dramatic and potentially damaging way. Leadership judgment that sees the early warning signs of potential firestorms and then moves to prevent them is a valued competence. This sixth sense for knowing when and how to intervene and intercept an at-risk situation is a frequently sought after leadership strength.



Each day holds the prospect of moments where impressions, values, and priorities show up and become visible. Sensing these moments and possessing an even greater sense of what to do and say while they last, is the stuff of which leaders and careers are made. The moments pass, but the character revealed in those moments lives on.

"A Better Human Experience...For A Better Business Outcome"

Copyright 2007 Brighton Group, Inc. All rights reserved. This material may not be published, broadcast, rewritten or redistributed.