

WANTED

April 2010

The BRIGHTON GROUP

Partners^{Inc.}

The Brighton Group, an OI Partners company 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

PART 1: Attracting and Developing Courageous Leaders

Wanted: Bold and Courageous Organizational Leaders

Experience: Proven track record of success in forwarding new initiatives and ideas, taking calculated risks, recruiting top leaders, and focusing personal and organizational resources to develop people. Successfully traverses the fires of business with few scars or skeletons. Builds exceptional relationships and inspires.

Personal Values: Deep passion, focused beliefs, intestinal fortitude, straight talk, humor, willing to think big and act bigger.

Although representing a fictitious ad, it speaks to the reality behind the leadership personality being sought by today's organizations to provide courageous and bold leadership. The journey, of attracting and developing outstanding next generational leadership, requires a powerful mix of boldness and demanding individual courage.

Organizational leadership is not for the fainthearted. Challenges are daily, adjustments are constant, and demands for results are high. How do some leaders successfully surf the changing waves while others are often caught in the turbulence and undertow?

Courage of Conviction. Uncertain times drive leaders in one of two directions. They either move toward expedient, self-serving accommodations and adjustments, or they reach deeper to find and surface their convictions for the challenges they face.

Courageous Disciplines. Successful organizational leaders bring with them a set of personal and corporate disciplines that keep them rooted in the market, their customer, and the organizational reality. These disciplines may be guided by experience, research, relationship, and wisdom. Whatever the mechanism, the end result is the same—focus and execution that moves the organization forward.

Courage to Empower. Exceptional leaders have mastered the art of surrounding themselves with diverse and complementary talent. They value synergy above unity and create an atmosphere where every voice matters, issues and concerns are aired openly with an eye toward solutions, and the best idea wins resources and rewards.

Courage to Release. Leaders who value talent recognize that every contribution has a shelf life within the organization. They are willing to make the difficult call when extending the employment of a valued direct report would compromise the current or future viability of the organization.



The dimensions of courageous leadership have a penetrating and sustaining affect on the organization. When fully present and operational, they bring vitality, focus, and resolve to divisions, departments, and work teams that have a transforming influence.

"A better human experience...for a better business outcome"

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