

Linkage's Coaching Leaders Certificate Program

Tool: Connecting the Issues

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Connecting the Issues

What It Is

A tool that reveals and explores the connection between a coachee's leadership journey and the output that he or she needs to produce on the job.

How It Works

Many of us as successful leaders have a tendency to see our personal challenges/goals/learning/development as being outside of the sphere of the challenges we must meet to be successful in our work today. You have developed enhanced understanding of those factors in your personal and leadership styles that you feel are critical to making you successful as a leader and as a person. You should now reinforce the importance of your leadership point of view by linking it to your key job accountabilities and the outcomes you need to produce to be successful.

- Step 1** Think about what you must deliver to your organization over the next year to eighteen months to be considered personally successful. You should then list each output or deliverable for which you feel you will be accountable over the time frame on the vertical axis of the attached matrix.
- Step 2** Consider the elements of your leadership as defined in your leadership timeline and autobiography. Write each element or issue on the horizontal axis of the attached matrix.
- Step 3** Look at each of your deliverables in terms of each of the leadership issues. If leveraging the leadership capability or issue will directly contribute to the accomplishment of the business goal, put an "X" in the cell. The result should be a clear analysis of the business case for the further development of your leadership journey.

Worksheet

Leadership Capabilities Outputs										

Linkage

Linkage is a global organizational development company that specializes in leadership development. We provide clients around the globe with integrated solutions that include strategic consulting services, customized leadership development and training experiences, tailored assessment services, and benchmark research. Linkage's mission is to connect high-performing leaders and organizations to the futures they want to create.

With a relentless commitment to learning, Linkage also offers conferences, institutes, summits, open-enrollment workshops, and distance learning programs on leading-edge topics in leadership, management, human resources, and organizational development. More than 200,000 leaders and managers have attended Linkage programs since 1988.

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