trU tips

Strategic People Reminders for the Busy Executive

Volume 37

The Question

I want to establish a leadership development program. How do I build one from scratch?

A Perspective

In trUTips #21,1 I answered this question with the 4 basic steps, from selection to content, that will create an impactful experience for your leaders. Here is a link if you would like to review it.

I still believe the four steps I shared will help you build a great program to develop your leaders. What I have learned in the last two years working with leaders in high-growth organizations is that the internal resources it takes to build the program I described are not available, and the time and cost to go to an outside program are huge barriers.

I have also had two opportunities to lead groups of 8-12 leaders reading my book as a study group, and I watched as a rhythm of learning - doing - reflection create some powerful learning moments.

This trUTips is for those of you who do not have the resources to build a program, are committed to learning and growing as leaders, and have 2-6 other leaders in your network that are aspiring or committed people-centered leaders.

Your Action Plan

Below are the 7 books I believe can create a meaningful leadership development experience for a group of leaders. With the gift-giving season approaching, any one of them would make a great gift.

My only word of caution to people gifting books is that giving someone a book (especially a direct report) is called homework, while giving a book with the commitment to read it with them is truly a gift.

Here are my 7 recommendations:

1. **Triggers: Creating Behavior That Lasts - Becoming the Person You Want to Be** by Marshall Goldsmith
2. **Crucial Conversations: Tools for Talking When Stakes Are High** by Kerry Patterson, Joseph Grenny, Ron McMillan, and Al Switzler
3. **Who** by Geoff Smart and Randy Street
4. **People-Centered Performance: Bringing Out Our Best Through Honest Conversation** by Scott Patchin (I include a proven study outline for groups)
5. **Linchpin: Are You Indispensable?** by Seth Godin
6. **Change Anything; The New Science of Personal Success** by Kerry Patterson, Joseph Grenny, David Maxfield, Ron McMillan, and Al Switzler
7. [**Insert your CEO's / Leader's favorite book here**]

Read more about my seven selections, including tips to make reading them as a group truly 'learning' and a free facilitator outline for my book.

Do you have questions about how to get started developing your leaders? Contact me. Scott@thetrugroup.com
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