

Leadership 2.0 Step By Step

Leadership 2.0 introduces a new paradigm of leadership from a groundbreaking study that separated the leadership skills that get results from those that are inconsequential or harmful. Use this step-by-step, self-guided development program and start polishing the Core and Adaptive Leadership skills that will make you into the leader you've always wanted to be.

Core Leadership skills are the foundation of effective leadership – they won't make you a great leader on their own, but you can't do it without them. Adaptive Leadership skills are what set great leaders apart—these skills represent the otherwise intangible qualities that great leaders have in common. Adaptive Leadership is a unique combination of skills, perspective, and guided effort that enable true excellence.

Core Leadership-What you bring to the job



Adaptive Leadership-Who you are on the job



Build a Leadership Culture that Promotes Excellence

- Have groups of leaders in your company read *Leadership 2.0* and take the 360° Refined™ self-assessment. The book's strategies, real-life examples, assessment, and discussion questions facilitate open and constructive leadership discussions.
- Everyone can keep their test scores private, but make their goals public. Research shows that goals stated publicly are achieved at a much higher rate than those kept private.
- When people know which strategies their colleagues are working on, they tend to share insights that help their colleagues along.
- Offer TalentSmart's full 360° Refined™ assessment for leaders who are ready for feedback on their Core and Adaptive Leadership skills from their staff, peers, supervisor, and others.

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To take your leadership skills to the next level, use all that *Leadership 2.0* has to offer:

- 1. Review Chapter 1:** Understanding what leadership is made of is the first step to acquiring a leadership perspective. Read and discuss in Chapter 1 the descriptions of *Leadership 2.0*'s Core and Adaptive Leadership skills. Underline any key words in the skill definitions listed on pages 4-11 that resonate for you. Next, review pages 13-20 (the 360° Refined™ and Taking Action sections) before going further.
- 2. Assess Your Leadership Skills:** Self-awareness is the catalyst for developing as a leader. You can't improve without an objective understanding of where you stand today. The 360° Refined™ self-assessment is included in *Leadership 2.0* for this very purpose. Open the blue envelope at the back of the book, hop online, complete the assessment, and print your results report before digging into the strategies offered in each chapter.
- 3. Work through Your 360° Refined™ Results Report:** A conceptual understanding of leadership isn't enough. Your 360° Refined™ self-assessment results will actually pinpoint where your strengths lie and which Core and Adaptive Leadership skills you need to develop. Transfer your scores to pages 18-19 in the My Leadership Strengths and My Leadership Growth Areas sections of the book. This includes your 5 highest and lowest leadership skills and behaviors.
- 4. Find Specific Strategies to Practice:** You need real, specific advice to follow. For each leadership skill you want to develop, turn to that chapter and discover 5-10 specific actions you can take to begin strengthening that skill. Don't miss great suggestions included in the real-life descriptions of leaders who are strong and weak in your chosen skill area. Underline the statements that resonate for you and consider practicing those as well!
- 5. Create Your Plan for Action:** The 100+ strategies from the *Leadership 2.0* book are great for creating action plans. Select three specific actions that you want to practice and list them in your action plan on page 19. Don't go it alone. Identify someone who can mentor you along the way and jot down his or her name on page 20.
- 6. Practice:** Practicing new or more effective leadership behaviors actually builds new neural pathways in your brain. These pathways make it easier to repeat these behaviors in the future. Without the repetition that comes with practice, the pathways will not form, and you will not develop as a leader.

