GCG

Global Coach Group
Lead for Good



100 MOST FREQUENTLY SELECTED LEADERSHIP GROWTH AREAS

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Introduction

Based on coaching more than 100,000 leaders globally, we have carefully compiled the 100 most frequently selected leadership growth areas, chosen based on valuable feedback from managers, direct reports, peers, and other coworkers.

Leaders, motivated by their commitment to improvement for themselves, their teams, and the organization, have elevated their capabilities and enhanced the overall effectiveness of their teams, contributing to improved organizational results, which is the foundation of our Triple Win approach for better leaders, better teams, and better performance.

Our expert coaches, combined with our Triple Win Leadership Coaching approach and online GCG Coaching Tools, ensure that leaders successfully enhance any of these leadership behaviors listed. The committed leaders and organizations we have worked with consistently achieved 95% satisfaction of coworkers with the improved effectiveness of the leader, their team, and business performance. Leaders cocreating change with coworkers foster leadership excellence and a high-performance culture.



Communication

- Listen actively/understand other's point of view
- Communicate more effectively/assertively
- Discerningly and effectively use messaging, email and face-to-face communication channels
- Courageously speak up for own/others' beliefs and opinions
- Include others in decision-making
- Improve executive presence
- Influence persuasively
- Challenging expertise/ opinions constructively
- Clear communication on expectations
- Communicate effectively under pressure and in high-stress situations
- Create and communicate a clear vision/strategy
- Inspire people to achieve the vision/common goals
- Read non-verbal cues and leverage them to reinforce understanding.
- Lead with questions (rather than telling people what to do)
- Encourage constructive dialogue
- Strengthening empathy
- Adapt to others' contexts & styles
- Communicate constructively to collaborate
- Manage conflict constructively/ timely/ effectively
- Stand up to others undermining teamwork

Engage People

- Collaborate effectively (incl. respecting others)
- Build trust with coworkers
- Foster a safe and constructive environment for people to express ideas and take risks
- Leverage diversity to achieve more together
- Coach and mentor others
- Involve others in issues affecting them
- Be adaptive and flexible in leadership situations
- Switch influencing styles for different people and situations
- Build and leverage others' strengths
- Unite people into effective teams
- Consciously develop people
- Lead with authenticity and vulnerability
- Confidently switch between coaching and directive leadership styles
- Engage stakeholders and manage buy-in, decisions, expectations, and results
- Build effective relationships across the organization
- Build solid alliances and partnerships
- Share leadership and decision-making with business partners
- Effective and timely recognition of the achievements of others
- Inspire people to focus on future opportunities
- Treat coworkers as partners (not competitors)

Assure Success

- Effective, disciplined, connected execution
- Execute strategic plans
- Think global, act local
- Be more entrepreneurial
- Take calculated risks
- Hold others accountable for results
- Inspire and motivate others to achieve more
- Stakeholder management
- Plan ahead and proactively influence stakeholders
- Collaborate across (supply chain) functions and achieve more together
- Consistently deliver on commitments
- Coach others to deliver results
- Deal with performance problems timely and effectively
- Empower expertise
- Convert new ideas into business results
- Effectively manage people on projects
- Prioritize, plan, produce
- Decide, delegate, deliver
- Improve (HR) business partnering
- Leveraging data to see and solve problems early as a team

Continuous Change

- Drive team/culture change
- Develop coaching skills
- Strengthen capabilities in the team
- Lead change: initiate, own, and deliver
- Create more impact through effective change
- Decide faster/better/ more effective
- Encourage creativity and innovation
- Effectively translate creative ideas into business results
- Improve business acumen
- Involve people's strengths to complement
- Embrace change as an opportunity (not as a problem)
- Challenge the system/status quo to lead change
- Thrive in ambiguous situations and demonstrate flexibility
- Successfully transition into a new role
- Improve succession readiness
- Setup team success as the new leader
- Agile improvement based on feedback
- Effectively use technology to increase productivity
- Successfully eliminate inefficiencies
- Foster learning, resilience, and commitment

Boundaryless Inclusion

- Delegate more effectively
- Empower direct reports and peers
- Manage inclusion and appreciate diversity
- Build cross-functional relationships
- Manage across diversity, cultures, and borders
- Build and manage diverse and autonomous teams
- Lead and coach diverse, remote, dispersed teams
- Leverage Subject Matters Expertise to build team cohesion
- Molding diversity into our one-team culture
- Leverage the network of relationships to produce results effectively and efficiently
- Strengthen professional relationships with less trusted coworkers
- Provide a safe space and the autonomy to produce high-quality work
- Trust people, let go, and don't micro-manage.
- Leverage the impact of globalization to develop people, business, and the organization
- Incorporate global considerations into decisions
- Nourish diversity of thought and approaches to problem-solving to get better together.
- Encourage reverse mentoring and coaching to broaden, deepen and update leadership skills
- Ensure inclusive meetings, decision buy-in and commitment to results
- Adapt to diverse learning styles and communication preferences to engage all team members.
- Raise self-awareness and reflection to learn from different approaches to work and life.

These 100 leadership growth areas are categorized into competency clusters based on GCG's Global Leadership Assessment competency model. This comprehensive list deliberately avoids any specific order or hierarchy, underscoring the equal significance of each item listed.

This list may be freely utilized, just as all our GCG coaches do, by citing Global Coach Group as the source.

For Clients

We Deliver a Triple Win



Better Leaders, Better Teams, and Better Results — boasting a 95% success rate confirmed by coworkers, based on more than 100,000+ leaders coached.

Global Coach Group delivers the best results-based coaching worldwide through our network of over 4,000 world-class certified coaches, powered by our proven Triple Win Leadership Coaching approach and proprietary digital tools.

Triple Win Leadership Coaching, captured in Everybody Wins by Will Linssen — Amazon #1 International Bestselling Author.

Author

Will Linssen



Will Linssen has been ranked World's #1 Leadership Coach by Global Gurus (USA) and World's #1 Coach Trainer by Thinkers50 (UK), serves as advisor to the Harvard Business Review, and is recognized as a LinkedIn Top Executive Coaching Voice. He is an Amazon #1 International Bestselling Author. With more than 30 years of experience in executive leadership across Europe, North America, and Asia, Will holds the International Coaching Federation's highest accreditation: Master Certified Coach.

He is the founder and CEO of Global Coach Group, the world's #1 international leadership coaching network, with over 4,000 coaches worldwide serving Fortune 500 companies and leading multinational corporations.