

Coaching Top Talent for Successful Growth

An organization's top talent holds the greatest promise to facilitate accelerated growth for that company. This group of employees consists of promising individuals who have career experience that stands out in their abilities, talents and commitment. Among them are the managers who have the advantage of broad experience and are being groomed for senior leadership roles.

Corporate coaching can be valuable in helping these individuals unleash their potential and take their abilities to new levels.



Contrary to popular belief, corporate coaches are not just glorified business consultants. Though sometimes mistaken as psychotherapists, the corporate coach does not perform therapy. Instead, he or she specializes in helping organizations improve their top talent's managerial performances in a manner that is customized to suit that individual's specific skill set.

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Seven Steps for Creating a Culture of Commitment and Accountability

- 1) Communicate to everyone that accountability and commitment are important!
- 2) Align every job description to your company's strategy and goals for the coming year. Ask everyone to commit to a shared vision of results.
- 3) Make accountabilities clear for everyone by using the benchmark for their job to start a discussion about how their individual contributions matter.
- 4) When you on-board new employees, have job-related professional development planning already in place to help them reach their full potential.
- 5) Build accountability into your company culture using "what & by when" goal and task planning. Project management can be very sophisticated, but the bottom line is "who, what, and by when?"
- 6) Offer ways for employees to communicate obstacles and request the help or resources they need to achieve their goals. When you listen to them, recognize that what you're listening to is someone who is committed to producing results.
- 7) "Catch" people doing something right: Give frequent, honest and positive feedback. As a general rule of thumb, a ratio of five positive interactions to one critical interaction will help managers build an open communication channel with direct reports.



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One Minute Ideas

Serial Entrepreneurs Driven by Need for Practical Return on Effort

Featured in the *Harvard Business Review's* – *The Daily Stat*

62% of serial entrepreneurs see it as a top priority to get a practical return on time or money spent; a value that is viewed as primary by only 38% of U.S. adults, according to a study by TTI Performance Systems.

Only 10% of repeat entrepreneurs rank the desire for personal power number 1, about the same proportion as the rest of the population, says the firm, a developer of assessment tools for job matching and other functions.



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Sarah C. Meaker, Ph.D., president of Meaker & Associates, is a development expert that provides solutions to the questions that keep you up at night. For a complimentary 1 hour analysis and coaching session please contact Meaker & Associates 941-773-5349 or Sarah@MeakerandAssociates.com Creating results beyond your wildest dreams!

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They are called coaches because they coach an organization's top talent similarly as a sports coach would help a star athlete. They help them stay on track and to maximize their full potential. Coaches dip into a corporate talent pool and emerge having taught these individuals to dramatically sharpen their natural talents and abilities.

It is the coach's job to help top talent create new foundations for their work by encouraging them to unleash their potential and discover their best critical skills. They spend time insuring that the employee fully understands where his or her real talent lies and they help them develop additional skills that further increase the potential for organizational growth.

The coaching process focuses on the employee's personal strengths and weaknesses and draws a clear-cut picture of those traits so that the employee knows exactly what needs to be done to meet his or her goals and the company's objectives. Coaches guide employees toward being better managers and assist them in developing collaborative skills that will propel their company's growth forward at a steady pace.

Coaches encourage their trainees to find their own voices as managers and to optimize every task as a matter of course. They cause employees to be able to harness the impetus to make successful transitions from one area to the next. A corporate coach can teach a managerial hopeful how to be a confident leader with strongly defined strategies to replace ineffective job behaviors with highly effective behaviors. They teach strategic planning and teamwork, they increase the self-confidence of the employee, and help them develop effective communication skills.

In the end, the corporate coach becomes the driver for defining an organization's core business culture, and through its top talent, makes it grow.

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IRS Announces 2011 Standard Mileage Rates

WASHINGTON — As of Jan. 1, 2011, the standard mileage rates for the use of a car (also vans, pickups or panel trucks) will be:

- ✓ 51 cents per mile for business miles driven
- ✓ 19 cents per mile driven for medical or moving purposes
- ✓ 14 cents per mile driven in service of charitable organizations

A taxpayer may not use the business standard mileage rate for a vehicle after using any depreciation method under the Modified Accelerated Cost Recovery System (MACRS) or after claiming a Section 179 deduction for that vehicle. In addition, the business standard mileage rate cannot be used for any vehicle used for hire or for more than four vehicles used simultaneously. ~ Source: www.IRS.gov