



HELPING PEOPLE AND ORGANIZATIONS LOVE WHAT THEY DO!

How CEOs Handle Their Power

CEOs typically put in countless hours to prepare for this important company role. They tend to learn how to be a leader during their stay in middle management. Often, these managers make mistakes such as being overbearing, micromanaging, and forgetting to invest in people on occasion.

Over time, they learned what they did well and what they could have done better. They figured out how to read people, support their team, detect signs of rebellion, and what motivates their staff. While these were all helpful aspects of learning how to manage others, it did not completely prepare them to be a CEO.

The Power Struggle

New found power can cause issues both for a team and a new CEO. For one, a CEO may not realize how blind they can be with staff relationships. There are two necessary emotional competencies to have in order for them to handle power and their team effectively.

CEOs need:

1. **Self-awareness**
2. **Empathy**

Power is known to corrupt even the wisest individual. Also, people treat you differently when you are in a powerful position. CEOs must take time for their own self-analysis.



CHIEF EXECUTIVE OFFICER

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Thanks for the Feedback: The Science and Art of Receiving Feedback Well

Coauthors Douglas Stone & Sheila Heen provide a roadmap to more self-awareness, greater learning and thoughts on how to receive feedback!

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Ten Ways To Welcome Your New Recruits

A brand new hire joining your team is quite the accomplishment. After countless hours of recruiting, you've made it to their start date. It's time to roll out the red carpet a bit and make them feel welcome.

Don't miss this important aspect of training your new hire because you want them to stick around, work hard and believe in your company as a whole.

Try to do these 10 things to make their first week exceptional:



1. **Think coffee** – Coffee is an easy and cheap way to give someone a treat. Go to a local coffee shop and spend some time getting to know them and break the ice a bit.
2. **Welcome Email** – Make your team and new hire feel comfortable and informed by sending out a welcome email to introduce the new staff member and encourage others to reach out and say hello.
3. **In Person Intros** – Introduce your new hire to management and people they will work directly with that first week. This will alleviate fear and get those relationships started quickly.
4. **Socialize** – Organize a social event the first week so that your new hire gets to feel a part of the team early.
5. **Tour the Facility** – Save time for your new employee and give them a tour of your building so they know where the restroom, break room and social spaces are located.
6. **Business Cards** – Try to order their business cards and personal stationary in advance. This extra special touch will be seen as thoughtful and will be appreciated. *Continued on page two – New Recruits*



One Minute Ideas

A Sports Model For Teamwork

If you are a manager, consider the following: Old-line hierarchical companies follow a football model of organization. Everyone lines up in a specific place under the direction of the quarterback. The quarterback is the only person responsible for seeing the whole field and determining strategy. Action stops in between plays, so the company has time to plan and look ahead.

A better model for today's modern corporate environment is basketball. Here, people flow around the floor, instantly adapting to changing circumstances. There's virtually no pausing of play. People form and reform in various offensive and defensive alignments.

Modern corporations need flexibility and teamwork, which provides the ability to handle changing circumstances. ❖

Source: Bernard Avishai of Monitor Consultants in Cambridge, MA



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If not, then you may deal with scenarios where you and your team could be blinded by your power.

Questions to Consider

Future CEOs must focus on their own professional and personal growth in order to be a great leader. In other words, you have to understand and know yourself through and through.

Consider the following:

- How do you feel about power? Do you respond to authority respectfully?
- Do you feel like you are harsh with people when they don't meet your expectations?
- How do you feel when you fall short? What about when other people do?
- Is there something more important than power?
- Do you turn inward or lash out at others when you make a mistake?
- How essential is workplace happiness?

A prospective CEO's answers will show what they really hold valuable in life and will determine how they handle power with their team.

Over the last several decades, leaders began to accept that emotional intelligence is necessary to succeed. CEOs have the responsibility of others in their hands. They are able to help and shape their team's careers and invest in their livelihoods. The role is powerful and can be used to benefit both a company and its employees. ❖

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7. **Business Update** – Your team should give a synopsis on their projects and the overall market situation for your business. The new hire will then be able to jump in and have a solid overview about current conditions.
8. **Clear Expectations** – Give your new hire a clear list of expectations. They should know the work and lunch hours and who to call if they are sick. Clarity will help a new employee understand what and how you want things done.
9. **Daily, Weekly, Monthly Goals** – The first week of employment should be a time where you explain the daily, weekly and monthly goals to your new team member.
10. **Recap Meeting** – After the first week, meet with your new employee on how it all went. Invite them to do a little Q & A session with you so that they are comfortable and on the right track.

Make your new hire's first week awesome! You've hired well so the next step is to train them right and get them adjusted to their role quickly, which benefits everyone. ❖

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