



Are You Leading Leaders for the Future?



I asked a small group of executives, "Who is going to lead your companies in 20, 30, or 40 years?" They gave me blank stares and confessed that wasn't their current focus.

"We are worried about next quarter. We are barely worried about next year."

Exactly. And that is a problem.

Many executives are so busy worrying about the short-term that they lose sight of the long-term. Results in the short-term are based on strategic work that was set up years ago. If leaders today are not planning now for the future, they are doomed to fail.

What can a leader do to make sure he or she is staying focused on the long-term?

Develop and maintain a positive vision.

Leaders need to know where they are going in order to direct other people to get there. They need to inspire the momentum that propels an organization to better products, more complete service, and the ability to forecast and solve customer difficulties.

Be a problem-solver for future issues for today's customers.

Great leaders help their teams discover solutions to problems even before customers realize that they have an issue that can be fixed. How can you help your teams plan for the future?

Start by asking:

How is your team identifying future products and services?

Mary's Updates

NSA Colorado Member of the Year!



Last week I was awarded the Member of the Year Award at [National Speakers Association Colorado Chapter's](#) End of Year Celebration which featured the amazing Dale Irvin and Jason Hewlett. What an honor! I'm grateful beyond words!

Do you belong to any professional organization? If you don't, please consider joining one or more. The support, knowledge and friendship is invaluable.

Enlightened Leadership Magazine



My friend Ed Oakley offers a FREE iPhone/iPad app called "**Enlightened Leadership Magazine**" - check it out! This magazine is filled with [tips](#) on various aspects of leadership [here](#). And it's free!

Where are your future markets?
Who are your future consumers?
What are future buying trends?
What is your team doing to predict possible future customer needs?
How can your organization fill those needs?

Grow tomorrow's leaders today. Who is going to be the CFO COO, and CEO in the next 20 years? Probably not the people in those jobs today. Why don't today's leaders spend more time and effort matriculating future leaders? Many current leaders don't like to think about a time when they are not in their current positions, so they think it is somehow not their responsibility to work on developing leadership.

We have to train our current workforce to lead the future organization. Many executives today are more worried about their own careers than the matriculation of their employees. This is both shortsighted and the sign of an insecure leader.

Great leaders develop the skills those who work for them. Great leaders make sure that they:

1. Provide continuous, applicable training for employees at all levels. Innovative ideas come from all levels in an organization. Employees who have more skills creatively problem-solve, look beyond their own levels of responsibility, and perform better.

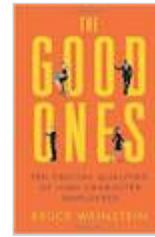
2. Encourage employees to take advantage of opportunities to explore other parts of the organization and learn about as many aspects of other departments as possible. Understanding how manufacturing works makes a sales team stronger. Experiencing how long it takes to design a new marketing campaign helps operations. Knowing how the organizational pieces fit together gives people perspective, appreciation for employees in other divisions, and helps employees develop into wise decision-makers.

3. Mentor for the person, not for the organization. Leaders work to develop their employees to be leaders, even if that means those employees find greater responsibility elsewhere. One manager lamented, "But if I develop my team leaders too well, they are going to leave me." Yes.

Managers should be genuinely excited when their workers are promoted, even when those promotions might take them to another company. Being a good mentor is like planting crops. You do it for your own harvest, but some of the seeds will grow in other places. This is normal and healthy and it contributes to overall growth. Be happy for your employees.

Help your peers. We often neglect to look around and provide help the people who are not in our hierarchy, whether up or down.

Mary's Book of the Month



[The Good Ones: Ten Crucial Qualities of High-Character Employees](#)

by Bruce Weinstein

We know good ethics is good business. Bruce's book, *The Good Ones*, discusses why ethics in business is so important, why being ethical can be difficult, and why ethical behavior has to permeate every aspect of the organization. One of the keys in this new book is that employees are usually hired for knowledge and skill, but integrity and how people react in stressful situations also has to be considered.

I thought most people knew how to behave ethically, but current news reports indicates that I may be naïve. Knowing that your people, partners, and supervisors will respond and behave ethically removes uncertainty, builds trust, and decreases stress.

For leaders looking to instill a culture of ethical responses in today's challenging work environments, Bruce's book is a great place to start because it outlines with how to get ethical people on your team in the first place.

Social Media and Technology

My favorite app right now: Tripit.com Pro. How does it work? You sign up with the email addresses you usually use, then you email your flights, rental cars, and hotel reservations to plans@tripit.com. With the email identifiers you have in your Tripit account, Tripit updates your travel information. It monitors your inbound and outbound flights, and emails and texts check-in reminders and updates.

Tripit.com just saved me in North Carolina. Forty minutes before the gate agent even knew that the inbound aircraft was going to be over an hour late, late, Tripit sent me an alert notifying me of the delay and the problem with the connecting flight. I was able to reroute my connecting flight before other passengers even knew that there was a problem.

Connect with Mary



Look sideways. Look left and look right. Help your peers by sharing information, ensuring that your teams are meeting deadlines, staying on top of multi-dimensional projects, lending assistance, and providing encouragement.

Great leaders manage today's issues, but they are also constantly focused on long-term strategies, sustainable development, and long-term growth, of both the organization and the people who make it succeed.

Please share your feedback on this article on [my blog](#).

What Does Mary Do?

We don't assume, so here is a brief list of what Mary does:

1. Motivational leadership keynote and breakout speaking for conferences, convention, banquets, and events
2. Women's leadership events, particularly in the real estate, insurance, medical, and financial sectors
3. Executive coaching
4. Strategic business planning

Call Mary at 719-357-7360 for a free initial consultation.

Pet Tip

I love summer! But summer also means fleas, ticks, and other tiny critters that irritate our pets. My dogs like the chewable tablet once a month that guards against heart worm, fleas and ticks. It is an easy way to protect your pups and your home from unwanted nuisances.



Thank You for Reading this Newsletter

Do you anyone planning a conference who needs a motivational leadership speaker, or a business that needs a push forward? Please [contact me](#). I sincerely appreciate your referrals!



Mary C. Kelly

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