

Calling All Leaders

With the observance of Presidents' Day weekend a few weeks ago and in the heat of this emotional presidential election, I've been thinking a lot about leaders, leadership and keys to successful leadership. Honoring the leadership of Washington and Lincoln, I wonder how they cultivated their strong leadership skills.

It's easy to focus your growth opportunities on learning and investing in the tangibles of your business—you are reading the trades, spotting the trends that impact your business, having conversations with specialists in your space to drive the product further. But are you spending equal time learning and developing your leadership skills? Are you outfitting leaders around you access to tools to help them develop as they ascend?

So as we think about the leaders of our past, I ask you to also think about the leaders of our future (present company most certainly included). As is often said... with great power comes great responsibility. Take some time this month to address a leadership honing strategy—both for yourself and for those rising leaders in your organization.

All the best, Tish



Ask Tish: I am a young professional at a small tech company. I have been lucky/hard working enough to take on increased responsibility quickly. I am truly fulfilled and challenged, but I fight feelings of being in over my head and unprepared for my new role since I am still so green. What can I do to better equip myself for continued success?

– *the youngest girl in the room*

Dear Young-

First off, congratulations! It's great that your company has recognized your aptitude and has rewarded your hard work. But you are seeing the hard truth that some companies don't have the resources to train their managers to make the move from individual contributor to managers and leadership. In lieu of that, there are things that you can do for yourself to increase your confidence and competence. I can't overstate the importance of learning through listening, and observing those around you. One way to accomplish this is to network among your colleagues and feel comfortable asking for and taking advice from others. Finding a mentor that you can speak candidly with and bounce ideas off of will be hugely beneficial. Read business books, ask questions to continually learn.

[Click for more Q & A](#)

It takes a while to get in the groove. You are still new to the workforce. I've seen this problem over and over. [Roadmap](#) grew out of this very issue—making sure young professionals are prepared and have the resources to thrive as they made their way from academia to the real world. If you haven't spent some time using Roadmap, I'd recommend it for you!



Building a Leader

– *Tim Thomas, Leadership Excellence, Coaching and EOS Development*

Consider the facts: new leaders rarely get the training they need to manage people. Instead, what they get is "Congratulations! You're promoted! Good luck!" This is a serious problem. Most of the leaders who quit, are demoted, or are asked to leave a company do so because they lack people skills.

The problem is not who is being promoted. Let's say it again: people who are promoted into management roles are given great management responsibilities because they are intelligent, hard-working, experienced, and business-savvy. The problem is their lack of leadership training. Just as you need training to gain technical knowledge and organizational experience, you also need training in people skills.

[Learn more](#)

Excellent, skilled leaders have one thing in common: they treated the development of their leadership skills seriously. They took every opportunity to learn from experts, study best practices, attend seminars, and continually practice what they learned until they "got it right." Just as a professional athlete must continually practice and hone his or her craft, so must effective leaders. Leadership is not inherited; it is a skill you must actively achieve.

To learn more about Candor's Leadership [101 Training class](#) or [contact us](#).



ROADMAP'S UQ: Helping Students Find Their Path

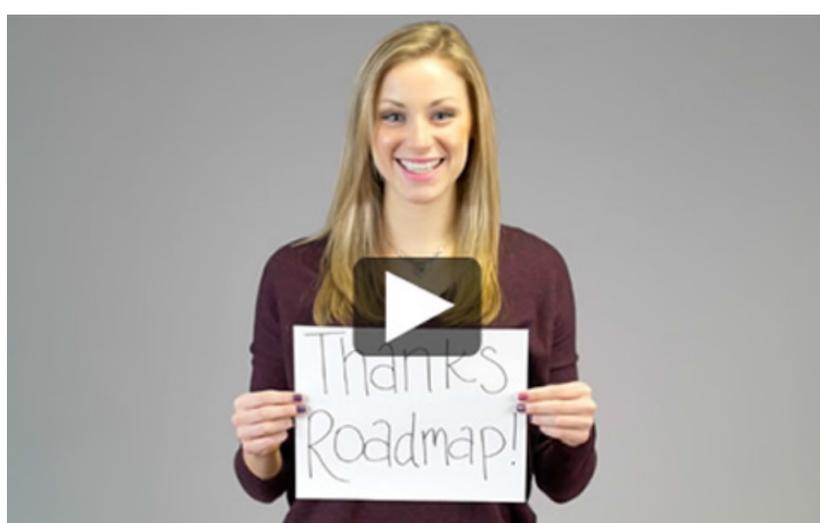
Becoming more aware of your strengths and personality tendencies can help make choosing a career that fits easier for students entering the workforce. The guiding principles of the Roadmap are built around ensuring that the student is self aware, and then prepared. Once you understand how you relate, you can better understand how to set yourself up for success.

Roadmap helps users understand how their unique style can impact their future career and lifestyle choices including work environment, job type, work/life balance and more with the proprietary **UQ Assessment**. Similar to an IQ which focuses on one's academic or intelligence quotient, the UQ focuses on personal preference and behavioral style.

Through a short multiple choice style quiz, users are assessed and defined by the four distinct profiles: *builder, doer, driver, thinker*. [Learn more about the profiles here](#). Where do you think you fit?

Students who understand themselves and are more emotionally, socially and professionally prepared and are more likely to land a job they not only like, but will achieve success in.

Know someone preparing for the real world? [Share Roadmap](#) with them to help ease the transition from school into a career they can thrive in!



[Watch the video](#)