



The Top 5 Must Have Skills for Leaders

I was on a call today with TTI, Target Training Institute, announcing their latest research: **The Top 5 MUST Have Skills for Leaders**. This resonated deeply, because in the past 2 weeks I have received multiple requests for hiring assessments, including succession planning and leadership development packages. Interestingly enough, each company sighted the same issues:

1. "Failed" Initiatives - resulting in internal team conflict
2. Employee Engagement - being visibly down
3. Recruitment and Candidate Selection - is below the norm while turnover is increasing.
4. Profits are Flat-Lined, or decreasing

The bottom line here is, leaders and employees (our emerging leaders, mind you) are jumping ship for "greener pastures".

Is it now safe to ask, "Are we equipped with the leadership skills required on this horizon of the 2018 **Millennial Take-Over?**" For those of you not aware, research has projected that every generation within the workforce will be "out-numbered", by the up and coming power-full millennials. I am ready for this and as a Mom of 3, my millennials are too! They are leaders and they will be leading US all, READY or NOT! So, listed in no particular order:

The Top 5 MUST Have Skills for Leaders

1. Personal Accountability
2. Goal Orientation
3. Persuasion
4. Interpersonal Skills
5. Results Orientation

Why is this information valuable? In order to grow personally, professionally and organizationally, we must KNOW where we are (now)... in order to know where we are going. Awareness IS our Power. We each have vast opportunities to develop these skills. I believe the reason we see these skills on the rise, is due to the fact that these skills are not "knowledge-based"... they are "practiced-based".

Millennials are a Power-FULL risk-taking generation. Technology and time allowed them the possibility to experience and develop these skills, on a local and global level, at a ripe young age. We are seeing creativity manifested like never before...and this is still just the beginning. For the rest of us, classified as "older", we get the opportunity to catch-up with their presiding influence. This calls for each of us to LEAD from our higher-self, our authentic-self and our vulnerable-self. When we don't lead from our truest-self... *No Worries...* they will.

*Debbie Forcier-Lynn, is highly skilled in the execution of assessment processes and cultural shifts. She clearly understands the missing link to successful results. As a Results Management Expert, Debbie accurately measures the gap between, **what you "say"...** and **what you "do"**. If they do not match, you will NOT get what you want. In her words... **"It's that simple"**...*

Contact Debbie for a complimentary assessment and start exploring your own personal leadership energy and motivations. She can help you see where you personally rank with the Top 5 Must Have Skills! connect@culturalalignmentsolutions.com