

Next-Generation Leaders

The key is high potential and good coaching.



by Ken Shelton

I JUST RETURNED FROM THE Linkage Next Generation Leadership Summit in Orlando, Florida, home of the hurricane.

Driving around the area, I saw plenty of wind damage to trees, signs, traffic signals, homes, and businesses. It seems everything was damaged. Everyone was hit hard and hurt, except Disney. Disney World is an island of peace, an object lesson in efficient, on-going operations. After all, the Show must go on. And these are "cast members," not workers or employees. This is the Magic Kingdom, not More of the Same. It's the collective willpower of people who are dedicated to serving customers day after day in spite of storms and interruptions. During my stay, even the scattered rain showers missed the park. Is it luck?



Mike Krzyzewski



Beverly Kaye



Marc Effron



Marshall Goldsmith



Marcus Buckingham

According to conference keynote speaker, Duke Basketball Coach Mike Krzyzewski (Coach K), "luck favors the prepared." So-called luck, he said, was the result of smart selection, hiring, and coaching, building teams of trust and creating a culture and expectation of winning.

And his keynote was echoed by other speakers at the conference, including Beverly Kaye (Coach Kaye), Marc Effron, David Allen, Marshall Goldsmith, Marcus Buckingham, and a strong supporting cast of presenters from the Army War College, Central Intelligence Agency, Defense Logistics Agency, FBI Academy, AstraZeneca, Johnson & Johnson, Colgate-Palmolive, Dell, General Mills, IBM, Pitney Bowes, Whirlpool, Microsoft, and McDonalds, among others.

Excellence Your Way

After speaking with many of the participants and exhibitors at the Leadership Summit, I'm convinced that what is meant by "leader" and "leadership" is locally defined. While you may benefit from looking at the

"best program design and practices" of others, you need to customize your design, content, curriculum, and experience. And tie whatever you are doing to the business objectives and hold leaders accountable for return on investment, performance, and results.

Now, with the help of *Executive Excellence*, you can create your own custom content and options for current and next-generation leaders.

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