

Questions to ...

ARG poses the following questions for business leaders and corporate decision-makers to consider in the context of the current global financial upheaval,

ARGs purpose is to heighten awareness around essential *soft issues* like the management of valued talent, upgrading your best people and to encourage reflection on talented human capital as a means of managing risk. This will ultimately ensuring that your business emerges as not only a survivor among competitors but a better business with better people who want to continue to work for you.

With ARGs support, your business will gain beneficial outcomes, such as enabling better decision-making, ensuring cohesive teaming and overall, providing a capability to survive in challenging times. These hard outcomes protect shareholder value. Consider these questions to see if you have areas for improvement and whether the options **ARG** offers just might re-invent your current business situation.

By way of scene-setting our questions to you, here is an extract from businesswoman named "Katherine the Great" and "Superwoman" by the British Press, as she tells Davos world leaders to invest in people ~ Davos 2009 IdeasLab - Katherine Garrett-Cox

"The human dynamic in any organisation defines it. Culture is not created by technology, PowerPoint presentations or numbers on a spreadsheet. It is our people that create the long-lasting and sustainable threads that will continue to be woven throughout our organisational histories. Periods such as these will be defined by the leadership that is displayed. In essence, when the going gets tough, the fundamental difference between the right sort of leadership and the wrong sort will be exacerbated.

It will be a courageous leader who continues to focus on the investment in human capital during the coming months. Of all leadership traits, courage is one of the most vital, it differentiates leaders from followers. It will be ever more important to make the right decisions. In order for companies to gain true competitive advantage, they will need to attract, retain and develop the right people. Regardless of role or title, we owe it to all our people to enable them to maximise their performance potential.

It will take a courageous leader in these troubled and uncertain times, to take the long-term view and continue to develop their people. It is perhaps too easy to focus on the short-term and for many, this is exactly what they will be doing. However, it is

precisely at moments such as this that leaders should be seeking to fulfil the potential of the people who they lead."

75% of executives surveyed for the *Global Leadership Forecast 2008 | 2009* identified improving or leveraging leadership talent as a top business priority.
Source - DDI

So, our questions are ...

To the ExCo

- o Do you foster an environment of executive development where you are an active participant and promote within the ExCo group as well as throughout the organisation? If key team members depart because your company does not offer support and encouragement through structured L&D, can you justify this to the CEO, the board or shareholders in terms of a good risk management practice?
- o The cost of replacing an executive is now recognised as a multiple of between 5 and 7 times the cash component of salary. A good risk strategy would heavily favour supporting that executive with whatever is needed to underwrite their value and recognise their worth to the business at an almost insignificant cost. Too often businesses are unable to recognise the actual cost of loss, just accepting it as someone departs and often, when a much cheaper retention alternative is available. One is a cost, the other an investment. What is your perspective when using the company's money?

Did you know that 75% of companies confirm the need for a new level of collaboration from within their organisational teams and without from key suppliers and providers to remain competitively relevant and survive these hard times. Also, less than 20% of ExCo leaders in business have an independent, external mentor of peer status or better whose business background can challenge them towards better thinking and greater focus on issues that count. Source – Clutterbuck Assoc.

To L&D

- o What plans are you putting in place for senior management to retain your best talent in order to hold the best minds in the business together; to risk manage threats to shareholder value; to develop emerging talent that secures the organisation's future by using these hard economic times to build and foster resilience among your leaders? Have you thought to attach proven business-

experienced coach and mentor talent to your best assets and to work with them to get through this challenging period.

- o Is now the time to look at engaging internal sources of talent Development and to recognise what; know-how' is inside the business and ask them to play a part in improving performance. Have you considered a structured internal mentoring program supported by trained experienced business-mentors, or to use the *peer-to-peer* experience of *best-with-best* to team across the organisation.
- o Do you have a fear that coach and mentor services may not deliver expected results? We can structure a deliverable program, assemble the talent, assist you set KPIs and run it for you. We train for in-house skills transfer and sit alongside you to deliver on the investment.

Did you know that the need to improve leadership development and to drive growth is recognised by 80% of organisations but less than 20% have a plan that supports leadership development using peer-to-peer leadership engagement. Also, recent surveys confirm that up to 56% of employees expect not to be retained in 2009. Some of your best will simply walk out of the door unless you give them good reasons to stay – most often that isn't money! Source – H&S Inter.

Who are ARG?

ARG is a national organisation of superior executive business-mentors and executive coach talent. We are also building a solid international presence to assist client organisations extend our support to ex-pats.

The experience of our talent pool covers some of the most prestigious boards and corporate icon brands, down through a vertical slice of industry specialisation, role experience and task challenges that is unique.

Often we are the *shadows* behind the successful performance of recognisable names for both people and brands. We seek no recognition other than your success.

In these unusually trying times, a trained **ARG** business-mentor or executive coach can be the best sounding-board that a board, director, leader or top team executive can have in order to focus on getting through and breaking out.

Clients with foresight, realize that the talent from **ARG** is part of a suite of risk management initiatives, developmental services and challenging insight opportunities which focus resources, stabilise uncertainty and lift individual and business performance.

ARG is an investment in your future success!

Michael Donovan
CEO ~ Mentoring
ARG

Kylie Hammond
CEO ~ Coaching
ARG

Something Further to Think About

(Text adaptation of the Award Winning 2008 Canne Short Film Festival entry)

One day, there was a blind man sitting in a plaza with a can by his feet and a sign that read: *'I am blind, please have some compassion.'*

A man walked by and stopped to observe. He saw that the blind man had only a few coins in his can. The man dropped in more coins and, asked for permission to change the wording of the sign. He took the sign and rewrote it.

The sign was returned to the blind man and the passer-by walked away. That afternoon the same man was returning to the spot where the blind man sat and noticed that the can was full of notes and coins. The blind man recognized the other's footsteps and asked if it was the same person who had rewritten his sign and wanted to know what had been written on it.

The man responded: *"Nothing that was not true. I just wrote the message a little differently."* There was a gentle smile and the man went on his way.

The new sign read: **"Today is a beautiful day but I cannot see it".**

Sometimes we need to change our thinking. If we always do what we've always done, we'll always get what we've always got. So ask yourself, *'How can I be challenged to change my thinking so that I see things differently?'*