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**Dear Colleague,**

Myths about great leaders still abound: "great leaders are charismatic, they know everything, they have imposing personalities..." and the list goes on. But the truth is more straightforward. Leadership is a skill, and every one of us has the capacity for it.

Becoming the leader you imagine – and progressing from good to great – is a continual development track. It is an ongoing practice, regardless of where you start.

A study highlighted in ["What Sets Successful CEOs Apart," published on HBR.org](#), identifies four key behaviors found consistently among high-performing CEOs. These aren't personality traits; these are learned behaviors that the researchers claim should be practiced "with maniacal consistency":

- **Deciding with speed and conviction.** "They make decisions earlier, faster, and with greater conviction... [and] they do so consistently..."
- **Engaging for impact.** "They must get buy-in among employees... leaders who are good at engagement give everyone a voice but not a vote."
- **Adapting proactively.** "[They] sense change earlier and make strategic moves to take advantage of it."
- **Delivering reliably.** "Boards and investors love a steady hand, and employees trust predictable leaders."

Where you were on your leadership development track five years ago is not where you are today. Continuous development maximizes your leadership practice and gives you the tools and skills to lead more and more effectively.



Several of our upcoming forums specifically target leadership development – from entry level managers to executives in the C-suite

- **7 Habits for Managers Forum:** Featuring FranklinCovey's 7 Habits for Managers™, this forum gives managers the tools needed to lead teams, overcome challenges, enhance team member performance, and produce lasting results.
- **Management Forum:** This forum equips managers with enhanced decision-making by exposing them to essential management concepts, tools and techniques, and increasing their cross-functional awareness.

## Calendar of Events

Visit [anderson-center.org](http://anderson-center.org) to learn more and register for upcoming forums.

### 7 Habits for Managers Forum

July 17-19 – Madden's on Gull Lake, Brainerd

### Marketing Forum

August 28-30 – River's Edge, St. Cloud

### Management Forum

September 11-15 – Oak Ridge, Chaska

### Strategy Forum

October 23-27 – River's Edge, St. Cloud

### Governance Forum

December 5-7 – Oak Ridge, Chaska

### Executive Forum (Week 1)

January 21-26 – Oak Ridge, Chaska

**MANAGEMENT FORUM**

- **Executive Forum:** For owners of small businesses and executives at large businesses, this forum is a twelve-month program designed to improve the effectiveness of those in key leadership positions.

You and your colleagues are welcome to join us at any of our upcoming forums.

Please call me at 320.251.5420, or [email](#) me if you have any questions or would like to learn more about our upcoming forums.

I look forward to hearing from you!

Sincerely,

**Pam Marthaler**  
**Client Coordinator**



## LEADERSHIP INSIGHTS

### TED RADIO HOUR

Based on TEDTalks from the world's most remarkable minds, the TED Radio Hour recently aired its leadership episode, "[Disruptive Leadership](#)":

- Stanley McChrystal: How Do Leaders Deal With Failure?
- Sheryl Sandberg: How Do We Cultivate Women Leaders?
- Bunker Roy: Can Grandmothers Change The World?
- Drew Dudley: Have You Changed Someone's Life Without Realizing It?
- Seth Godin: Can Ordinary People Become Leaders?



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