

About Leadership

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OUR POINT OF VIEW ON LEADERSHIP

Running an organization in today's environment of complexity and ambiguity is a demanding, stressful endeavor. The world market is continually transforming, the economy is unpredictable. Finding, keeping, engaging, and motivating high quality employees remains a challenge.

What kind of leaders are the most successful and having the most positive impact right now? **Personally-aware, strategic thinkers with an enormous capacity for engaging employees in collaborative action.**

PERSONAL AWARENESS

The desire and ability to self-reflect on results – both successes and failures- and to explicitly diagnose and re-invent patterns of behavior is a crucial skill for leaders. Organizations and employees are less willing to follow leaders who don't understand the impact of their behavior and won't commit to changing it. When successful leaders hit the wall and find themselves getting a series of unintended results and consequences, they have the personal awareness, courage, commitment, and skill to take on a behavioral transformation.

STRATEGIC THINKING

Holding and applying a robust toolkit of strategic thinking models and tools is also more important for leaders today than it was even a decade ago. For any complex decision at hand, the ability for leaders to access and organize the most pertinent data, draw accurate and compelling conclusions, and enroll others in building shared meaning and alignment towards action, is a critical skill. At the center of this skill is the capacity to identify multiple and complex variables affecting a decision, identifying the cause and effect of the variables and selecting a course of action.

COLLABORATIVE SKILLS

Finally, leaders must have an overall orientation to collaboration and a large toolkit for engaging others in achieving common goals. Leaders must be able to bring large groups of people together in a way that produces outstanding results, uses effective processes and fosters healthy relationships. Leaders must know how to build alignment and commitment to organizational priorities, to share responsibility for success, to convene and lead collaborative problem solving. Leaders must be able to make fast, high quality decisions that involve stakeholders appropriately- maximizing their expertise and voice, and gaining their commitment.

Leaders equipped with this mindset and these skills have the capacity to engage, support, and develop their employees for peak performance. While driving results that advance the organization's goals, employees feel rewarded, challenged and valued.

ABOUT INTERACTION ASSOCIATES, INC.

Interaction Associates, Inc. provides people with the skills, tools and mindset to think strategically and work collaboratively to solve problems and create opportunities. We develop leaders at all levels as well as others who manage organizational change. Our skilled consultants have been helping companies overcome their toughest challenges since 1969.