

Client Newsletter

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Inside This Issue

- 1 Successful Coaching
- 2 Giving Kudos
- 2 Eight Interview Questions
- 2 The Time to Plan...

Successful Coaching

As leaders, we all want better performance from our people, our business units, and ultimately, our organizations. Hence we emphasize tangible results and ways of achieving those results. How often do we emphasize learning, growing and having fun? When you coach your son's or daughter's hockey team, you don't lace up the skates and put the puck in the net yourself. You teach the basics, get them as many games as possible and cheer your head off! Coaching at work is not that different. It is an approach that emphasizes getting the work done, but even more importantly, it focuses on developing people so they are able to function effectively, and independently. At the heart of every successful coaching relationship is the genuine belief that people can grow when given opportunities, support and feedback.

Jackson Leadership Systems

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Giving Kudos...

Sometimes offering praise is harder than it should be. In a busy office, it's easy to forget to complement and voice your appreciation.

But praise can really make a team member's day. Here are some reminders of how easy it is to say, "Thanks, well done!"

1. Great effort, you make us all look good
2. I have great confidence in you
3. You've grasped the concept well
4. Your efforts are really making a difference
5. Thanks so much for your consistent effort
6. You are a valuable part of this team
7. You make the team's vision come alive
8. Your accomplishments inspire the team
9. You keep improving - well done.
10. I'm proud to have you on my team

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Eight Interview Questions to Get them Thinking



1. Do you have written goals you want to accomplish and if so, tell me about them?
You are looking for indications of maturity, focus, planning ability, and desire for achievement.
2. How did you earn your first pay cheque, how old were you, and what did you do with the money?
With this question you are probing to check their work ethic.
3. What are the top three leadership traits that you look for in a manager?
With this question you are attempting to gauge their expectation and ascertain their preferred management style.
4. Have you ever failed at something and if so, why did you fail and what did you learn from the experience?
This question lends itself to a discussion on resiliency, personal responsibility, and their tendencies under pressure.
5. Everyone has strengths and weaknesses as employees. What are your strong points for this position?
This question gives them the opportunity to tell you what assets they bring to the table and how they see themselves fitting into your organization.
6. What is the one thing you would improve about yourself?
This question gives you an indication of their self-assessment capability.
7. Other than family members, who has been the greatest influence in your life and why?
See who they draw inspiration from – it might help with managing them.
8. If you were to fail in this position, what do you think the reason would be?

The Time to Plan for Something is Before you Need It...

...otherwise you are not planning, you are reacting!

Act... Don't Re-act!

Current Statistics Show...

6.8% of the employable workforce is unemployed

10% is EMPLOYED and ACTIVELY seeking a new role

83+% IS EMPLOYED and NOT ACTIVELY seeking a new role

What is your plan for Talent Acquisition for 2007?



Come to **Sutherland Search**, let us help you tap into that 83% that *needs to be found*.

Sutherland Search engages in active recruitment (or "headhunting") to help you find the right candidate. Let us put our feelers into the marketplace for you so that when a need arises, we already know who might be suitable to fill it for you.