

500 WORDS ON
LEADERSHIP DEVELOPMENT

NO FEEDBACK FOR YOU

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.... one of my clients once told me, reflecting on her relationship with her boss.

There is one phenomenon all business leaders have in common: the higher the leaders are in the organisational hierarchy, the less feedback they receive from direct reports and colleagues.

Top leaders are presented with fewer chances for feedback which could contribute to personal development; and that is danger to all leaders and organisations!

Did you ever give your CEO feedback?

Feedback is an important factor for the development of new behaviours, leadership skills and personal development. Feedback also plays an important role in improving performance by motivating individuals and leading them to correct their performance strategies.

One approach to overcoming the lack of feedback for leadership development is ‘peer-group coaching’ (PGC), which brings together leaders (peers) who do not usually work together but who share similar professional and leadership challenges.

PGC allows leaders to receive feedback, facilitate reflection and interact with each other on different business as well as personal issues in a secure and confidential learning environment.

The need for PGC is fuelled by increasing emphasis in organisations on the quality of leadership and the need for new ways to support leader development.

Already in 2012 IBM published the biannual Chief Executive Officer Survey, which is based on face-to-face conversations with more than 1,700 CEOs in 64 countries. The results of this survey suggest that CEOs are creating more open and collaborative cultures—encouraging employees to connect, learn from each other and thrive in a world of rapid change.

In simple terms, receiving and giving meaningful feedback and making sense out of it, is one of the most basic and still most powerful leadership necessities.

In this light, PGC could be seen as one of the few coaching methods for leadership development that aims to achieve trustful and long-lasting connections among a diverse group of members for professional as well as personal development while transferring the responsibility for learning to the learner, in order to develop better learners.

One distinct feature of PGC is its ability to enable such potentially close and long-lasting relationships in a private business environment.

Peer-Group Coaching achieve trustful and long-lasting relationships.

For years CLP has successfully employed PGC in many of its leadership development programmes.

Programmes provide fertile ground for PGC, as leaders come together physically for training and development. We are matching leaders and sending them off on a learning journey that provides them with ample learning and development opportunities.

In the spirit of digital transformation, and making use of digital advantages, CLP has transferred the teaching of PGC skills to the digital world.

In e-clp.world we offer PGC as a hybrid: the matching and building of the groups, as well as the building of trust has to be done face-to-face,

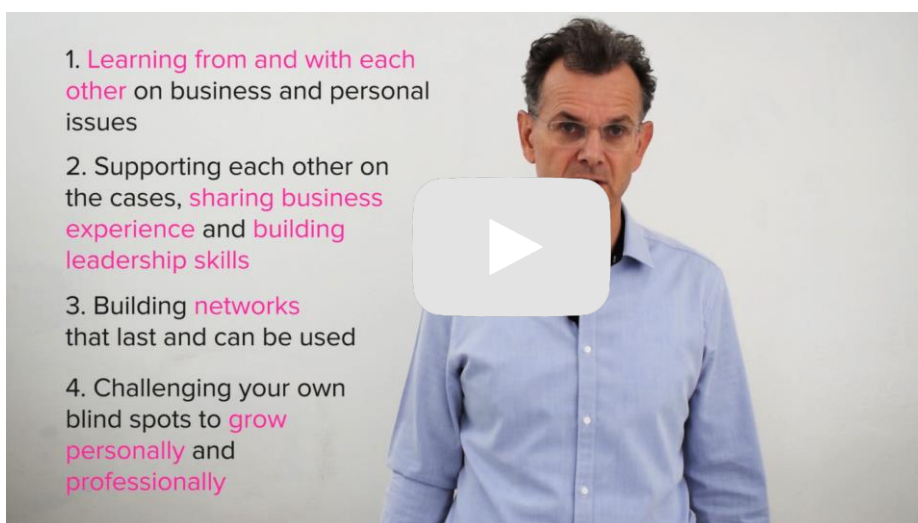
the teaching of process, roles, coaching models and powerful coaching questions, however, has moved to digital. Now, participants can start learning, deepen their knowledge or simply refresh skills online whenever they want.

When do you start your peer group for coaching? Or do you get already enough feedback and support?

Yours,

Marcus and CLP team

Here are 4 reasons why participating in e Peer Group Coaching makes sense:



Snapshot from the ePGC introduction video: why PGC makes sense!