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The Talent Monitor

Preparing Talent to Think, Behave, Communicate, Learn and Perform!

June 2009

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Dear William,

If you are struggling with employee hiring and staff development concerns, we have the tools, systems and experience to turn management challenges into opportunities.

We seek an opportunity to serve you and are willing to complimentarily prove that we are more than capable to help you overcome your people challenges. To learn more about our programs and methodologies, take a moment to call 603.766.4935 or email me for more details about Re-Energizing your company.

STRATEGIC TALENT MANAGEMENT

William Maloney
Chief Talent Officer

High Performers - Part 6



The essential qualities of solid High Performers Part 6. Over the last several months, we have discussed these important qualities of a solid performer:

- **PASSION** - desire to work and achieve

- **COMMITMENT** - dedication to see the work completed
- **RESILIENCY** - ability to bounce back from adversity
- **MOTIVATION** - ability to add the internal fuel to meet your commitments, even through difficult times.
- **SELFLESSNESS** - ability to serve a greater good.

This month the focus is on the **COMMUNICATORS**. The dictionary defines communications as the activity of conveying information. High Performers are noticeably aware of the need to be effective COMMUNICATORS. Good COMMUNICATORS use this important skill to advance their careers. This gift of communications enables dialog, which encourages others to share openly and be trusting of each other. High Performers with an interest in others seem to draw team members to them in energizing ways. Good communicator maximizes their collective talents with others to achieve extraordinary results, seemingly with little lost of energy. While others may communicate in ways that seem to drain every ounce of energy, high performers actually draw out energy, from a hidden reservoir, that magically keeps us going.

Poor communication is one of the primary challenges we experience in our work and personal lives. High Performers seem to bridge the difficult obstacles of communications and keenly establish mutual rapport. They are viewed as friendly encouragers and communicate effectively, both verbally and non-verbally. Because high performers communicate well with others, they seem to be good gatekeepers of information. Sharing what others need to know without violating confidentiality. Good COMMUNICATORS are able to stay focused on the tasks-at-hand and utilize their openness to keep everyone involved and mindful of what is most important. They seem to share even the difficult news with a high degree of empathy.

Look at those you work with and think about their style and patterns of COMMUNICATIONS. Think about what you admire and what draws you closer to them. Think about how you can improve your COMMUNICATIONS with others. In what ways would you most like to improve your dialog with others? Are you seen as one with loose lips? Maintaining confidence is a quality of good communicators. Respecting what can and cannot be shared is essential. Are you seen as untrusting of others and therefore restrict what you feel comfortable sharing? On the other hand, do you overly share to improve your image? Both of these traits will limit the extent of what others will share with you. Good communicators always seem to be knowledgeable of what is going on. To become a good communicator, continue to improve your skills.



Thank You

those that follow my weekly Blog and one-question survey.



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Bill's BLOG



My Latest Blogs:

- Characteristics of My Ideal Business
- A Change in My Thinking
- The BUNK about being "Over Qualified"
- Weasel Words (I hate them)

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Quotes on Leadership

Tony Blair: The art of leadership is saying no, not yes. It is very easy to say yes.

Unknown: Some leaders are born women.

Vince Lombardi: Leaders aren't born they are made. And they are made just like anything else, through hard work. And that's the price we'll have to pay to achieve that goal, or any goal.

Walter Lippman: The final test of a leader is that he leaves behind him in other men the conviction and the will to carry on.

Walter Wink: South African Archbishop Desmond Tutu walked by a construction site on a temporary sidewalk the width of one person. A white man appeared at the other end, recognized Tutu, and said, "I don't make way for gorillas." At which Tutu stepped aside, made a deep sweeping gesture, and said, "Ah, yes, but I do."



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