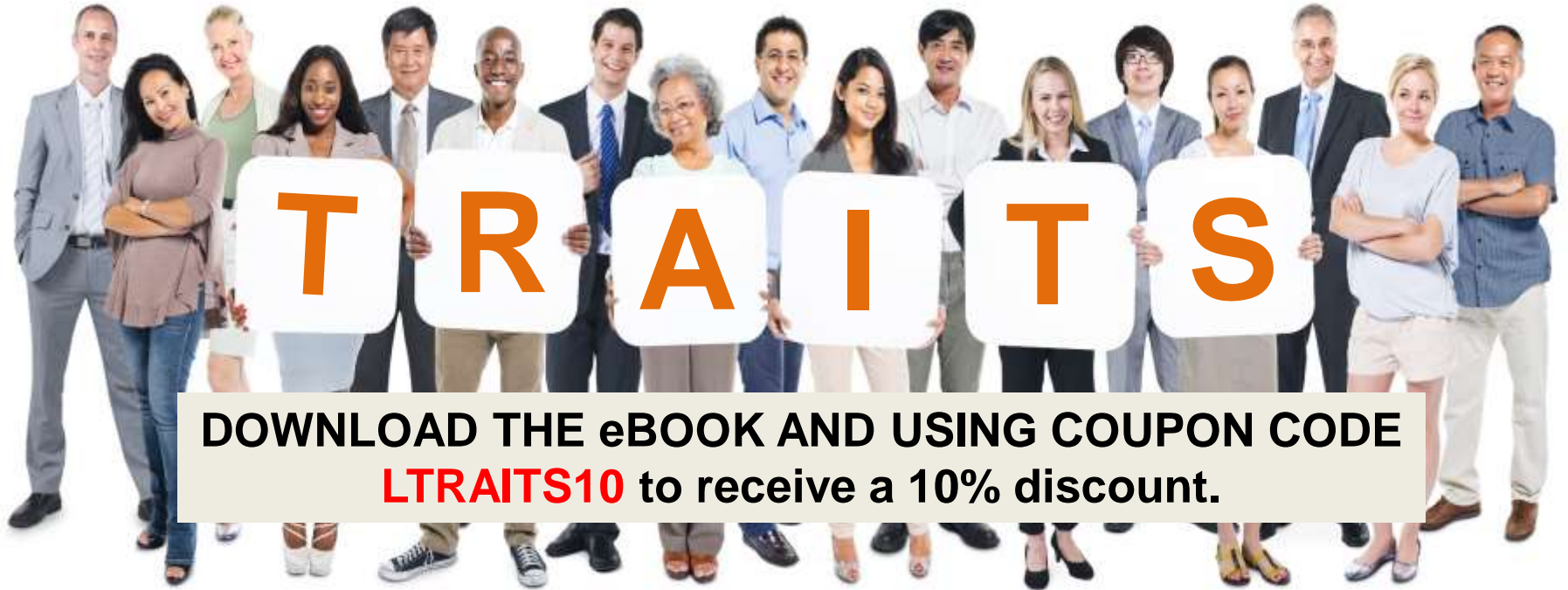


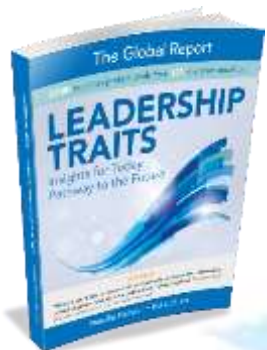
LEADERSHIP



DOWNLOAD THE eBOOK AND USING COUPON CODE
LTRAITS10 to receive a 10% discount.

Ed Cohen

Traits referenced in our book, Leadership Traits Insights for Today, Pathway to the Future and this presentation came from Twenty Attributes from “Characteristics of an Admired Leader (CAL) from The Leadership Challenge Workshop Deluxe Facilitator’s Guide Set, 4th Edition Revised by James M. Kouzes and Barry Z. Posner; Copyright © 2012; reused with permission of John Wiley & Sons, Inc.





Conscious Authentic Leadership Consulting
Executive Coaching • Leadership Transitions
Leadership Team Development • Learning Strategies
Exclusive BEST Team Ever Process

TRUE AUTHENTIC LEADERSHIP

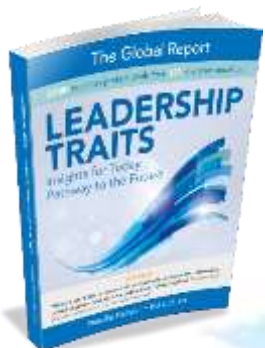
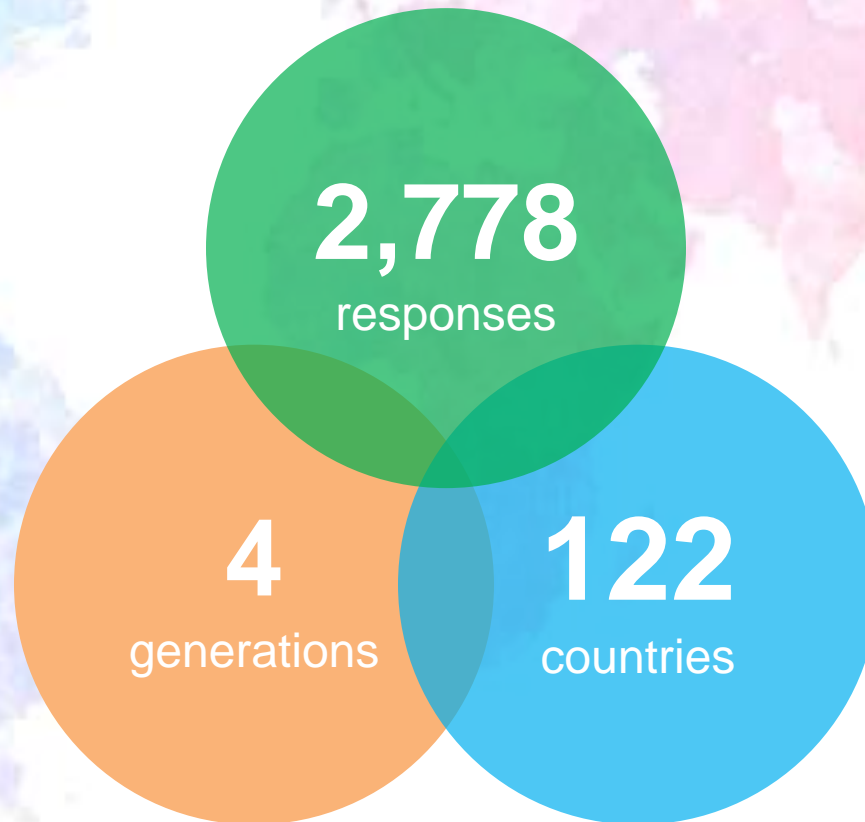


Since 2009, we've coached & developed thousands on their true authentic leadership journeys.



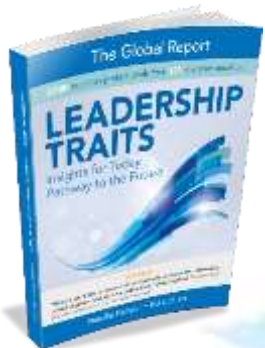
The Global Study

Led by Nelson Cohen Global Consulting with sponsorship from CoachLogix, Cognician, Consensus, eLearning Mind, Executive Core, & Herrmann International



Leading Globally

- Flexibility & adaptability
- Challenges of time, communication, decision making & problem solving
- Legalities
- Cultural differences





What are the traits of leaders you admire the most
Today?

What are the traits you believe leaders will need for
success in the **Future**?

Ambitious

Broad-Minded

Caring

Competent

Cooperative

Courageous

Dependable

Determined

Fair-Minded

Forward-Looking

Honest

Imaginative

Independent

Inspiring

Intelligent

Loyal

Mature

Self-Controlled

Straightforward

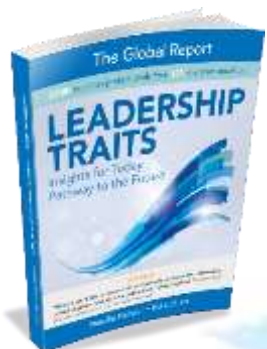
Supportive

GLOBAL TRAITS	TODAY	FUTURE
Ambitious	24.1%	22.7%
Broad-Minded	24.4%	28.4%
Caring	26.4%	20.8%
Competent	36.8%	34.4%
Cooperative	12.1%	19.9%
Courageous	38.2%	39.5%
Dependable	18.8%	15.9%
Determined	25.6%	24.8%
Fair-Minded	21.8%	18.5%
Forward-Looking	42.7%	50.9%
Honest	44.3%	37.5%
Imaginative	20.0%	32.1%
Independent	6.0%	6.1%
Inspiring	63.1%	58.5%
Intelligent	38.4%	37.3%
Loyal	8.6%	6.7%
Mature	12.7%	12.8%
Self-Controlled	18.5%	17.8%
Straightforward	19.9%	13.8%
Supportive	25.8%	22.0%

What are the traits of leaders you admire the most **Today**?

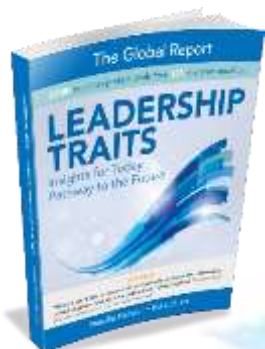
What are the traits you believe leaders will need for success in the **Future**?

GLOBAL TRAITS	TODAY	FUTURE
Inspiring	1	1
Honest	2	4
Forward-Looking	3	2
Intelligent	4	5
Courageous	5	3



4 generations in the workforce

GENERATION	PERCENT	COUNT
Millennial	23.4%	651
Gen X	36.2%	1006
Baby Boomer	36.6%	1016
Industrialist	3.8%	105
<i>answered question</i>		2778



Global Generational View

TRAITS TODAY	MILLENNIAL	GEN X	BABY BOOMER	INDUSTRIALIST
Forward-Looking	4	3	3	4*
Inspiring	1	1	1	2



How do you see the role of leadership changing in the next 10 years?

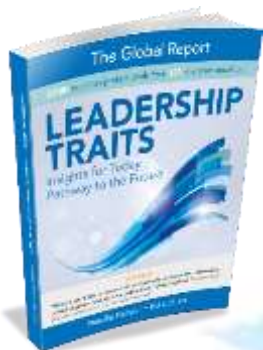


U.S. by Generation

UNITED STATES	MILLENNIAL		GEN X		BABY BOOMER		INDUSTRIAL	
	TODAY	FUTURE	TODAY	FUTURE	TODAY	FUTURE	TODAY	FUTURE
Ambitious	1	3						
Competent	4*		3		5		3	5*
Courageous				4	4	3	5	2
Determined		5						
FORWARD-LOOKING	4*	2	4	1	3	1	5	1
Honest	4*		2	5	2	4	2	4
Imaginative						5		
INSPIRING	3	4	1	2	1	2	1	3
Intelligent	2	1	5	3			3	5*

*Tie

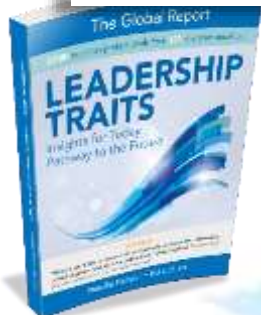
	Trait chosen by 2 or more generations for TODAY
	Trait chosen by 2 or more generations for FUTURE
Bold/Green	Trait chosen by generation for TODAY & FUTURE
	Universal Trait



US compared to India & China

TRAITS	CHINA		INDIA		U.S.	
	TODAY	FUTURE	TODAY	FUTURE	TODAY	FUTURE
Ambitious	1	3				
Broad-Minded	4*	2				
Competent			4	3		
Courageous			3	4	4	3
Determined		1				
Forward-Looking	4*		2	2	3	1
Honest			5		2	4
INSPIRING	2	5	1	1	1	2
Intelligent				5	5	5
Self-Controlled	3	4				

* Tied for 4th



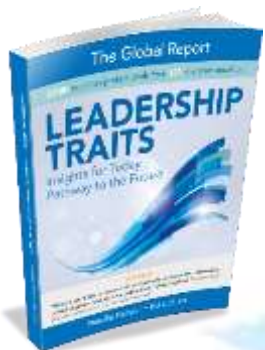
GAME CHANGING

Unveils Behavior Differences

simplifies the most

complicated part of business

RELATIONSHIPS

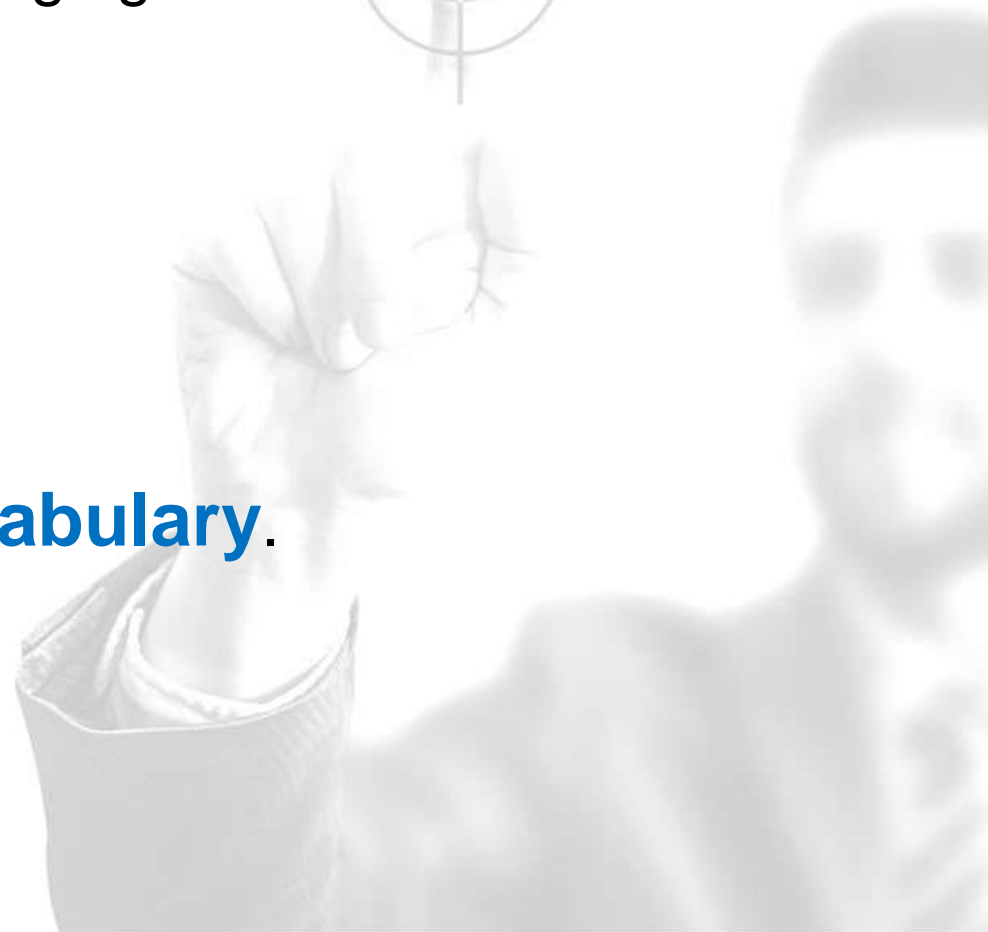


**TURN
KNOWLEDGE
INTO
ACTION!**



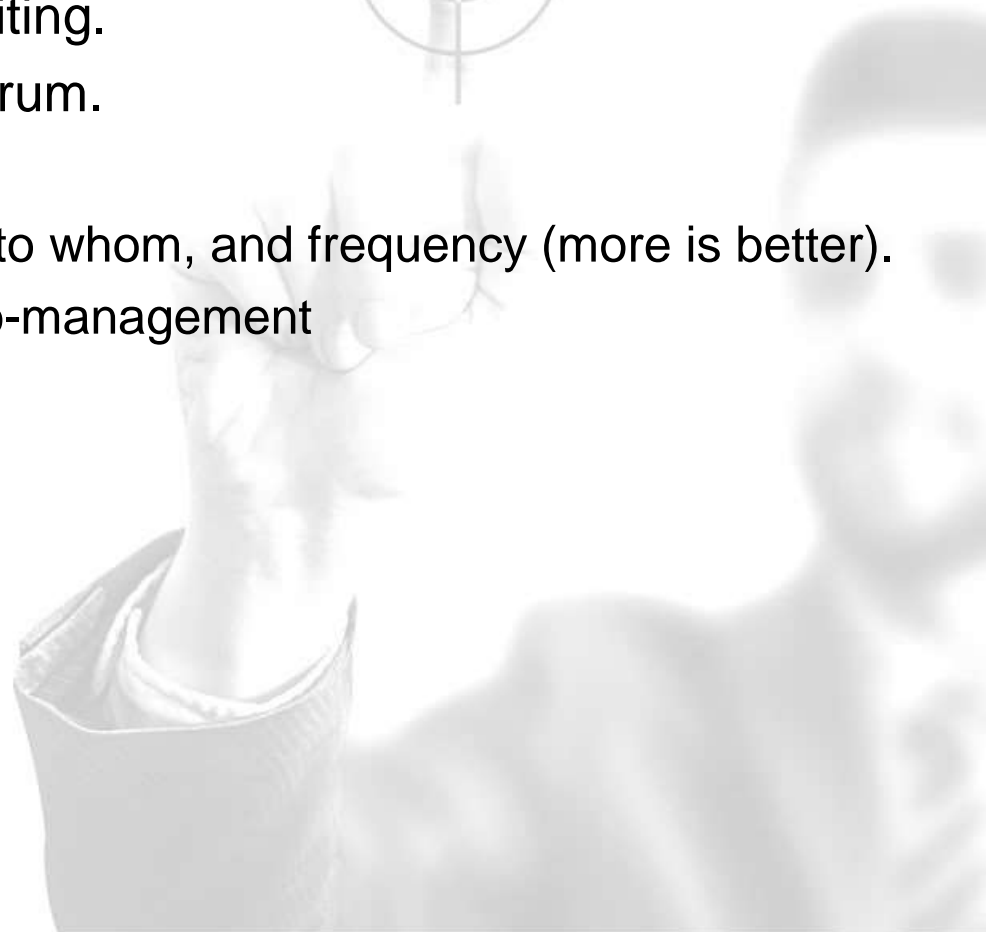
Create a project MICRO-CULTURE

- Align your **behaviors**
- Be **curious** rather than judging.
- Ensure project **clarity**.
 - ✓ Organizational structures
 - ✓ Goals
 - ✓ Roles
 - ✓ Hierarchy
- Develop a **common vocabulary**.
 - ✓ General
 - ✓ Functional



Communication Protocols

- Reconcile differences & incorporate preferences.
 - ✓ Always **inspiring** and **forward-looking**.
 - ✓ Be specific, all requests in writing.
 - ✓ Resolve the **YES/NO** conundrum.
 - ✓ Set “ways of working”
 - Identify when, where, how, to whom, and frequency (more is better).
 - Communication is not micro-management



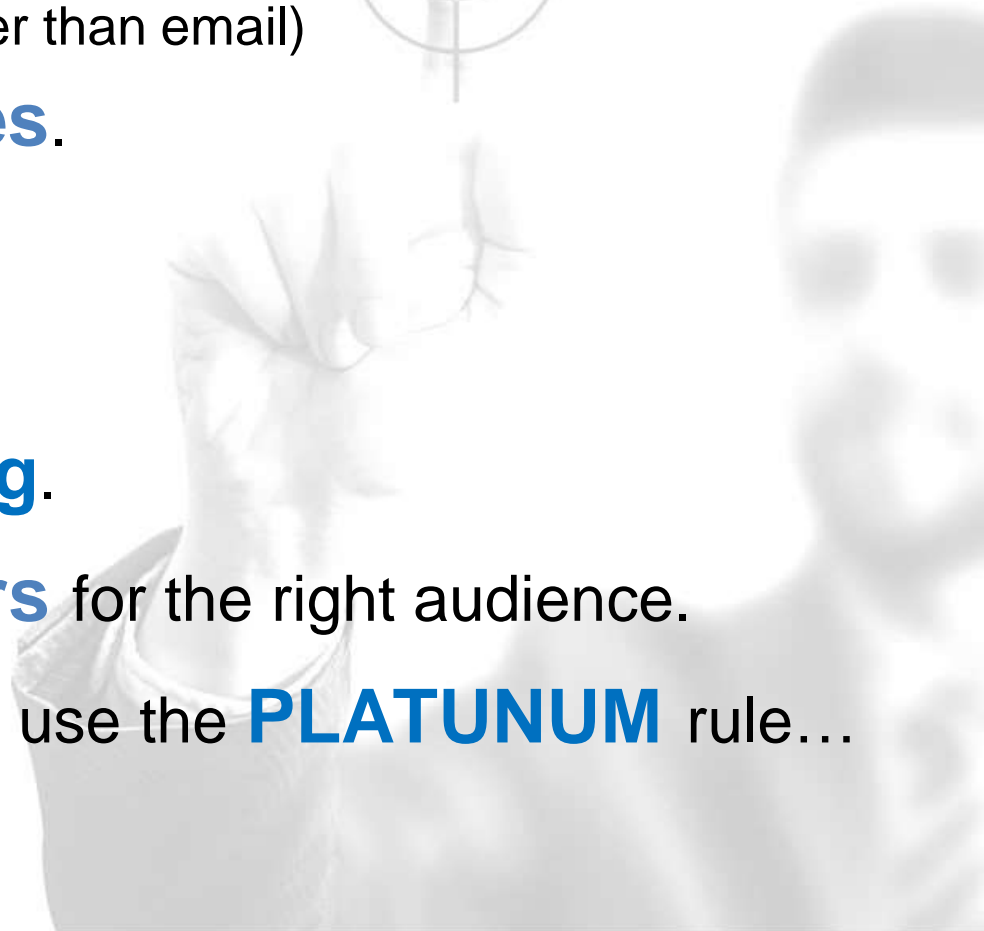
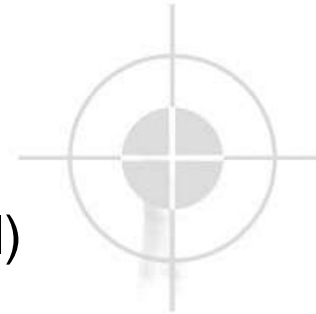
Formalize additional Protocols

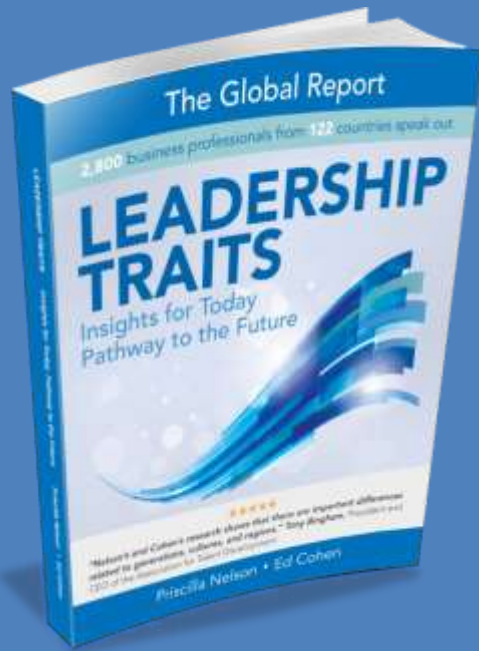
- Decision making
- Problem solving



Tips for Tips

- Use **face-to-face** and/or **virtual**.
 - ✓ To get to know & understand each other
 - ✓ For handling hot issues (rather than email)
- Look for **non-verbal cues**.
 - ✓ Silent pauses
 - ✓ Gestures
 - ✓ Facial expressions
- Leverage **Ways of Living**.
- Know the **right behaviors** for the right audience.
- Forget the **GOLDEN** rule, use the **PLATUNUM** rule...





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