



Annual Business Forum

May 23 - 26, 2011

Omni Orlando Resort at ChampionsGate

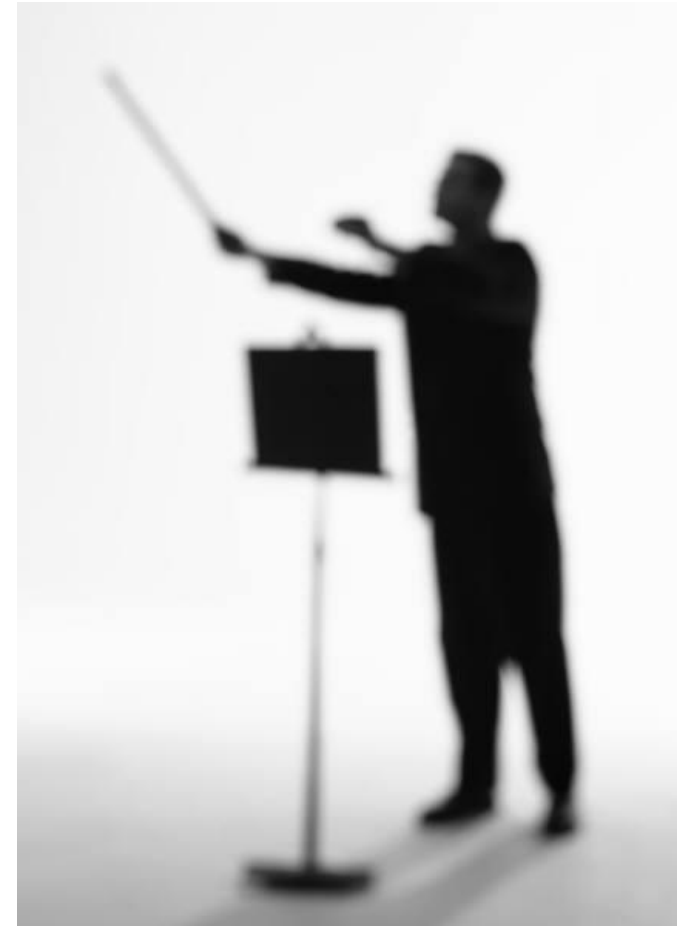
LEADERSHIP LESSONS FROM THE TOP

Bill Read, Managing Director, NA Supply Chain, Accenture

Geoff Deines, Senior Executive, Talent & Organization Performance, Accenture

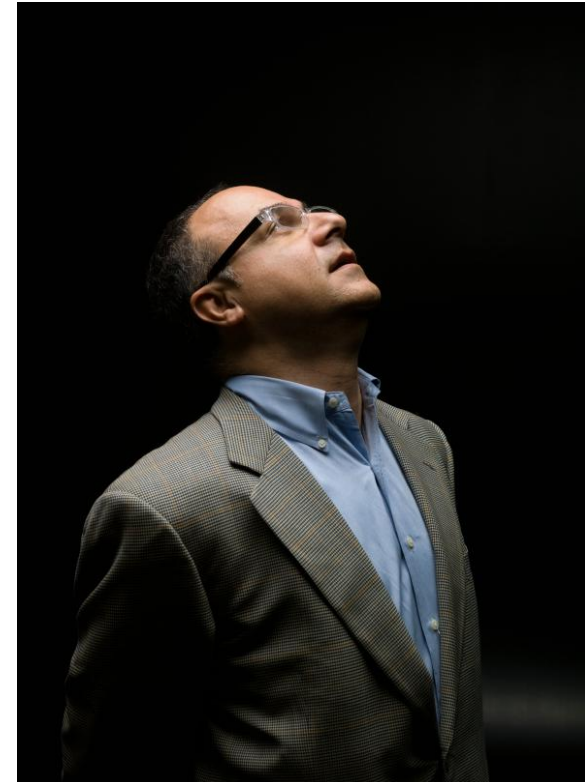
Amplifying the Impact of You

- Welcome
- Importance of Leading & Teaching
- Key Moments in Career Define Us
- Panelist Approach



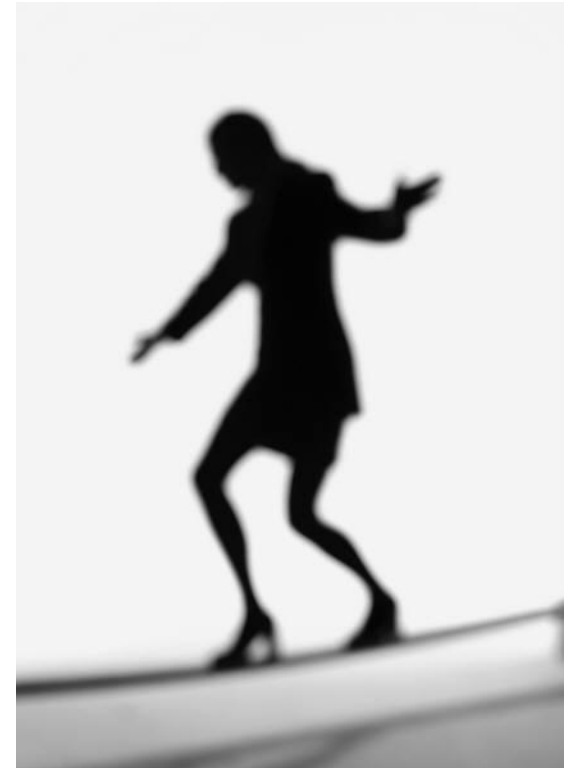
“Crucibles” & “TPOV”

- “Crucibles” are the defining leadership moments in our career
- “TPOV” is about creating a “teachable point of view” on those moments



Today's "Crucibles"

- Ineffective bosses
- Restructuring
- Economic turmoil
- Lateral/backward movement
- International assignments
- "Stretch" assignments
- Mentoring

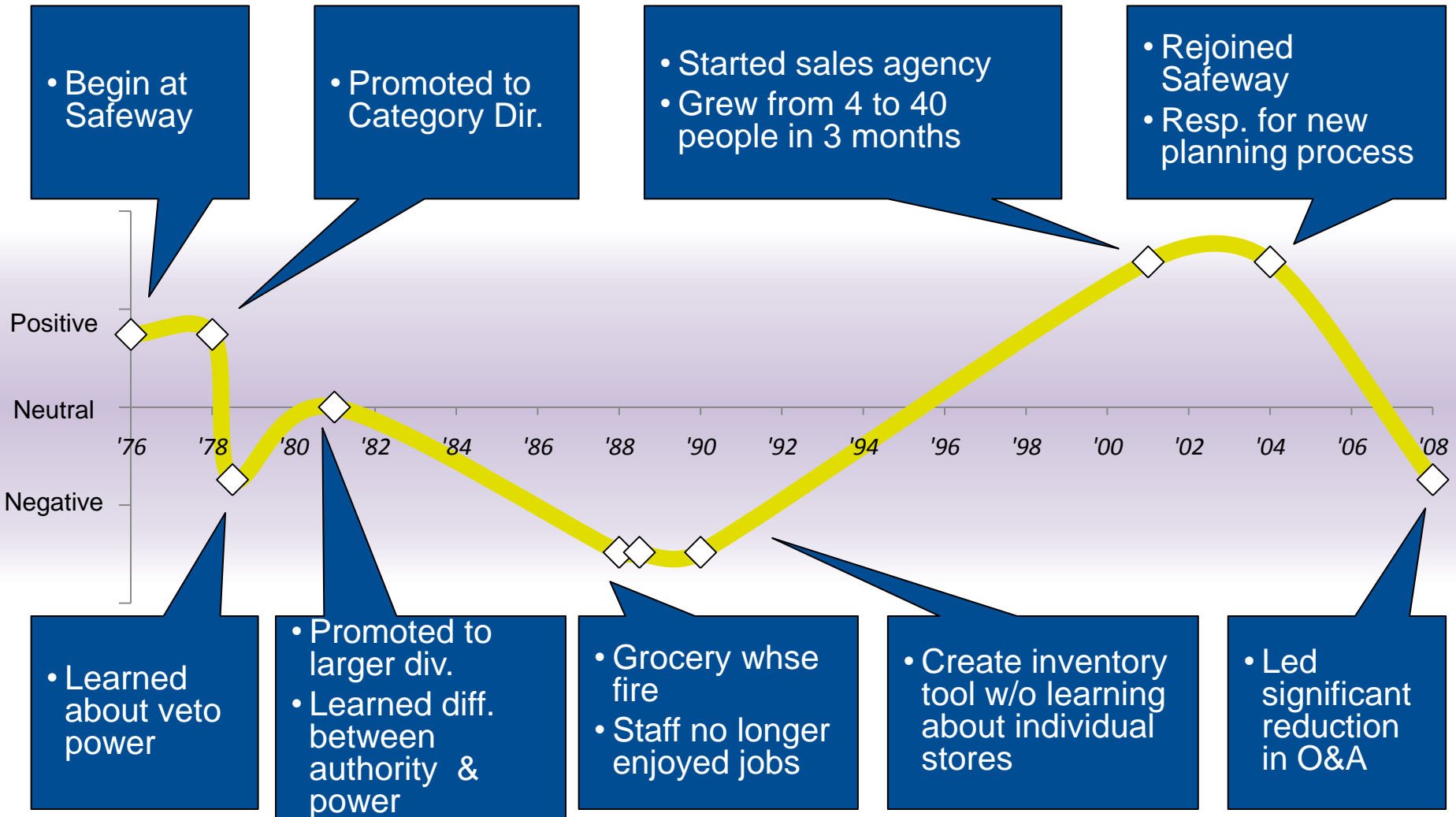


#1: How have you overcome an ineffective boss?

1. Stuck it out and showed what I was capable of
2. Expanded my network to find other champions for me
3. Took on additional responsibilities
4. Found a new job/role
5. “Managed up”



Carl Graziani

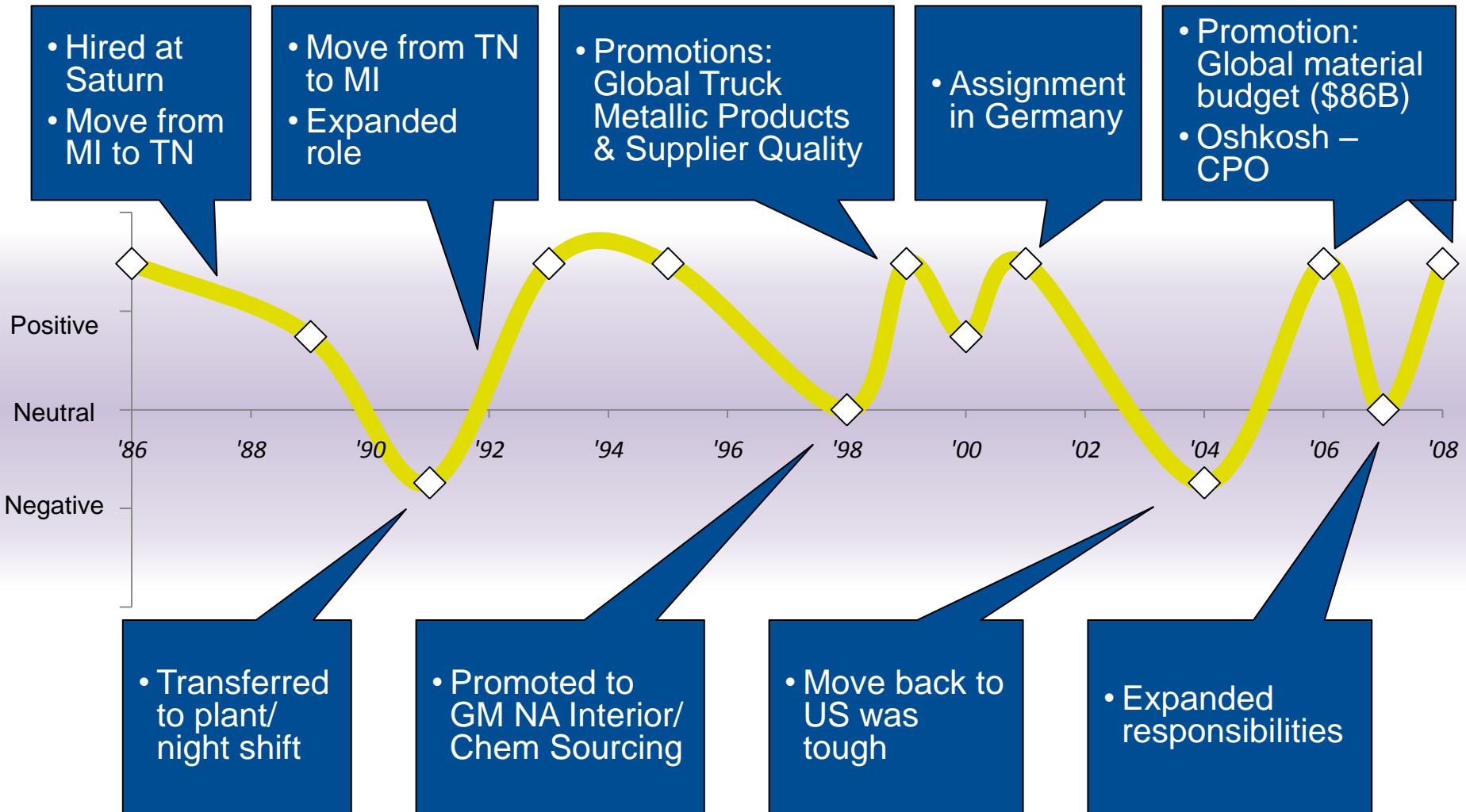


#2: How much of a role have/do you see international assignments playing in your leadership moments?

1. Defining moment of my career
2. An opportunity to learn how to lead in another culture
3. A chance to diversify my experience
4. A necessary stopover point
5. I've avoided them



Greg Frederickksen



#3: What event or circumstance precipitated the most personally meaningful decision in your career?

1. Ethical consideration or concern
2. Significant salary or total compensation opportunity
3. Found your “Dream job”
4. Desire to be a part of “something bigger”
5. Downsizing or restructuring
6. Other



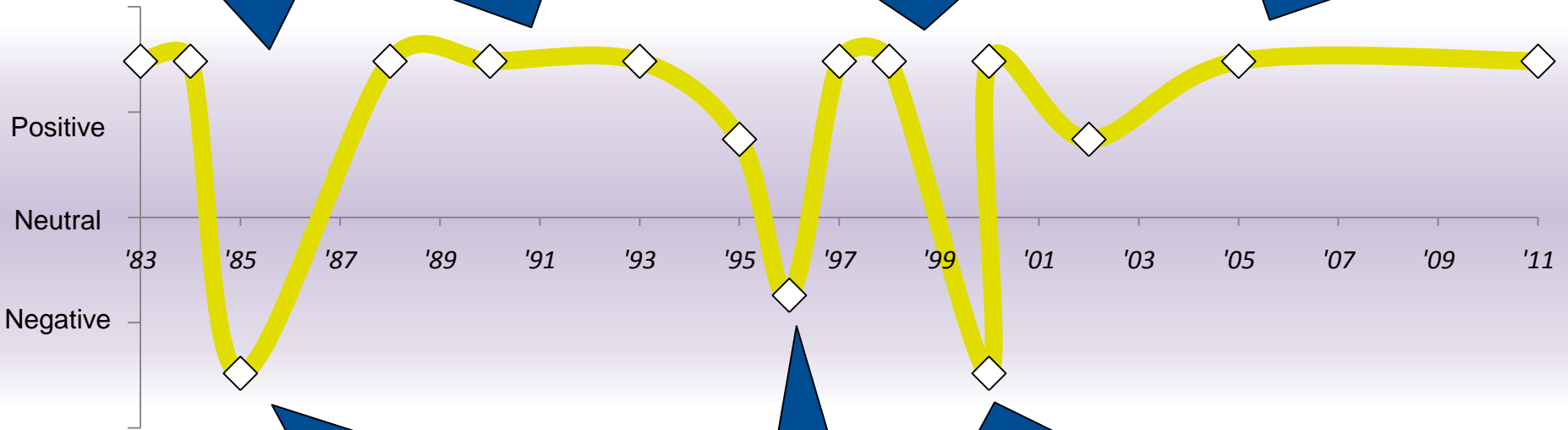
Steve Miller

- Mech. Engineer
- Wouldn't falsify design
- Lateral move, Manuf.

- Dual mentors: Messing up? Heads up?
- Not having fun
- Acquired by acquired

- Chance to build practice
- Holy consulting grail
- Value of networking

- 2nd place is not the 1st place loser
- Style counts
- Style counts 2x



- Lost trust, changed careers

- Know your priorities

- What were you doing when the Internet happened?



#4: What role have mentors and coaches played in supporting your career?

1. What's a mentor?
2. Tactical advice to complete work/projects
3. Current leader gives guidance on career steps
4. Past leaders can be called for guidance
5. Proactive network across industry is leveraged to guide career





#5: How have you displayed leadership during a state of flux or crisis?

1. Asserted myself from Day One
2. Got to know the team and understand them before displaying leadership
3. Cut through ambiguity to highlight what was most important to us
4. Develop trust amongst the team
5. Understand each needs and meet expectations



What's On Your Mind?



Thank You

