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2023: The Year for Teams not Titles **Let's kick this pig! | *January At C-Level***

Happy New Year, and welcome to 2023!

Or better yet (with a nod to Jose Feliciano), *Prospero año y Felicidad!* Who **doesn't** want more prosperity and happiness?

If you haven't already, get engaged with your staffs. Set realistic (and maybe some stretchy) goals; help them develop a plan for completion, then let them know clearly that you intend to manage toward that performance in 2023.

Don't let the pundits and nay-sayers make you squeamish about expecting high performance.

In these dynamic times, your managers and leaders have more impact than

ever before. Are you making sure they are prepared for such weighty responsibilities?

Do they really understand what that accountability means, and how they can best live up to new, higher standards?

If your strategy and plans call for additional or better skilled leaders, and you're not specifically planning to do something about it, you're planning to fail.

Don't do that.

As always, let us know if we can help in any way – we're here for you. If you're wondering how specifically we can help, take a look here:

On to this month's **At C-Level:**

TRIANGLE PERFORMANCE, LLC
Executive & Leadership Team Coaching

Communicate with Certainty & Clarity
When good communication is a priority, crucial conversations become more frequent and every benefit from a better understanding of each other.

Make Better Decisions with Confidence
With exposure to third party insights, executives can anticipate and see their blind spots and make good decisions with more perspective.

Find Greater Organizational Impact
Investing in executive team growth will prime your organization for growth through better engagement and operational excellence.

Operational Excellence in Leadership
When executives don't play well as a team, the privilege of leadership can feel more like a burden. Having nowhere to go for support can result in:

- BLIND SPOTS
- MISUNDERSTANDINGS
- SUBOPTIMAL DECISION MAKING
- ORGANIZATIONAL RESISTANCE

These build walls between executives and create a harmful ripple effect on your organization.

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Leaders don't have to get along. You do. It's not when they do.



Why together is better...

Educating executives, managers, supervisors and other leaders remains a major concern for companies eager to keep their organizations afloat or even thriving in a challenging economic environment. Frankly, the limiting factor for most organizations continues to be leadership...

[Read Full Article](#)



Your Job Title is Meaningless ... and it isn't who you are!

2023's first leadership newsflash: *You aren't what you do!*

And if that doesn't surprise you, how about this: Your job title isn't what you do, either.

Have you ever talked to someone who was a little *too* proud of their job title? Like "I'm the SENIOR Vice President for Beverage Dissemination" is supposed to impress someone. I hate guys like that.

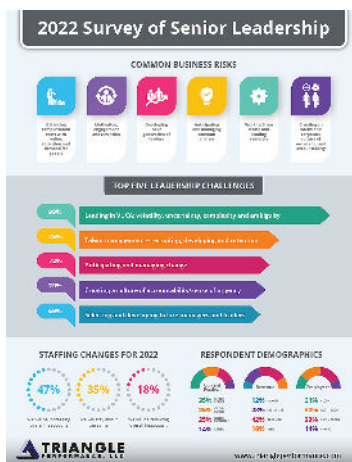
ASK ME ANYTHING

Ask me anything. You know, the ubiquitous twitter-inspired “AMA.”

No, seriously, ask me anything. Actually, it’s ask US anything, since there are actually two Kevins here, but there’s no AUA initialism, so we’re stuck in the singular.

We get questions all the time. *All the time.* So, we thought we would start sharing some of the answers here, as a way of learning for us all.

So, Ask Me Anything. **Simply reply to this email and ask away.** We’ll select one for the month, and we’ll put the official response here in the newsletter. As an added bennie for asking it, we’ll also send you a video response that goes a bit deeper into the issue. Gratis. Our gift for your efforts.



Stick a Fork in the Survey. It's DONE!

Triangle Performance LLC's [2022 Survey of Senior Leadership](#) is ready for prime time! Well over 100 respondents. It’s not surprising that Leading in a VUCA environment, Talent Management (recruit & retain), and Anticipating Change all weighed heavily on our minds.

Download the summary. It's free!



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