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2023: Blocking, Tackling, and What to Expect When Expecting | February At C-Level

Blocking and tackling.

Most of what we do as leaders, managers and other grand-poobah roles is taking care of the basics. Many of you have heard me say that leadership hasn't changed much in a couple thousand years; some demographics have shifted, priorities of some skills over others have evolved.

A good example is this month's "Ask Me Anything," where the question arose on the difference between criticism and feedback. Asked by a fairly senior leader who "gets it," it's a great question on feedback, a core block-and-tackling skill.

Here's the video response to that question:



See below if you'd like to ask a question for next month's AMA.

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:**

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- 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 what better when they do.



Effective Feedback in Today's Crazy Times

Feedback's not getting easier, just a damned sight more essential.

Tom Peters once described a really unique method of communicating at a client company... he said *they talked to each other*. Now this was some years ago, so talking may have morphed into various forms today (email, text, etc.), but the concept is still true—personal communications is a necessity and will be crucial for leadership success in the future.

This is where you slap your head, à la Homer Simpson, with a resounding D'oh!

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WHAT TO EXPECT



Are You Expecting? *... and this ain't about babies*

Originally published nearly 40 years ago, [What to Expect When You're Expecting by Heidi Murkoff](#) (now in its fifth edition) is the best-selling book on pregnancy of all time. As a man, I don't know what's different about being pregnant now than 40 years ago (and I'm not going to read the first and fifth editions to find out), but I don't argue that more information is available now than then.

I can almost hear you thinking: What the hell does being pregnant have to do with leadership??

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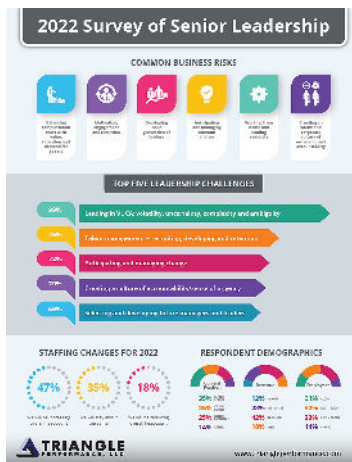
ASK ME ANYTHING

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

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.

Stay tuned – we'll be sending requests for inputs to the 2023 survey shortly!

Download the summary. It's free!



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