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Showing Some Love for Mid-Managers and Vacations | October At C-Level

Two months left in 2023. Tick-tock, tick-tock...

Time to ask yourself some questions:

1. Did I/we meet our goals for 2023? Why or why not?
2. Have we prioritized goals and direction for 2024?
3. Are we (all leaders) prepared for the challenges of 2024?

Answer these truthfully, and you'll bring some clarity to reasons for 2023 results, and a preview of 2024 challenges and efforts.

Our 2023 Survey of Senior Leadership closed last week, and the summary

results will be in November's newsletter.

See bottom of newsletter 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:**

Kevin

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, but life is much more when they do.



Middle Managers – where'd they all go?

Please come back – we're sorry!

In today's business climate, where rapid change, technological breakthroughs and improvements define the quest for high performance, middle-managers are making a comeback —a real renaissance of sorts.

But the more appropriate reaction requires a candid look at why we thought eliminating their roles was a brilliant idea in the first place. Mostly a courtesy of the cost-cutting wizards from McKinsey, Bain, Alvarez, et al., but that's for another article...

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Who's Going to Miss You When You're Gone?

Kevin D. Ross

From work, I mean. I may have a dark sense of humor, but I'm not morbid.

No, my guess is you're going on vacation in the next two months and not much thought has been given about who's going to get your job done while you're not there.

targets, trying to assure the family that this year will be different, and you won't "have to take this" phone call, and maybe planning to sneak away for some well-deserved out-of-town celebration.

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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 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.



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