

How Did Mary Become Mary? – Are You Promotable?

Imagine you can pick up the phone straight to anybody asking them any question you desire. Who would you call, and about what?

I would call Mary, Crown Princess of Denmark to understand how Mary became Mary.

How did just another young woman from Tasmania handle transition onto the “world stage of Denmark” – the relentless focus of attention, opinions and thoughts on everything from behavior, clothing, activities etc. Which development did she experience? Pains and gains? Which tact and courtesy were needed to sophisticate? How was she able to carry herself with grace and ease at such speed?

After Mary I would call ex-premier minister Anders Fogh Rasmussen to ask about his experiences of transitioning from a local stage to a global when assuming responsibility as Secretary General of NATO.

Why is this relevant for leadership? Well, ask yourself some basic questions - do you want to stand still or possible test yourself in senior leadership? Which personal development do you need to undertake to ascend to such level, or at least to becoming a candidate for promotion?

Today, you are properly a front-line leader, a smart head, an individual executor par excellence, team organizer, manager of daily routines with admirable performance figures, and solid at leadership operations of 1:1's, goal setting and follow ups, working with learning plans – you know your territory – so what's next, leader?!

Somewhere in the horizon looms the lure of a senior position, executive networks and eventually Board of Directors positions.

How do intend to you get there?

There is a bit of secret dirty truth about your profile in most companies. You are treasured, but most companies don't know what do about you.

You have been introduced to the first rounds of leadership and managerial duties – you passed – yet you are still too unpolished for senior roles. The hope is that you'll stick around a number of years, perform exceptionally well, and trigger rapid growth into a future star. [A plan or the creativity, however, on how to mature you is somewhat lost on many](#), and that's when – in best of intentions – you're being offered diploma educations, discipline specific courses (finance for non-finance managers) etc.

And, that's when I intervene to say – why don't we change focus and turn your development into a specific process to fast-track you to become promotable by design?

In my “[Leaders – What's Next?!](#)” we convert hope by examining;

- Why commit another 20 years to leadership? Why not become a senior specialist?
 - o What is your forward-looking leadership vision? Grown up values? And, steady and recognizable contribution for others?
- Future skills, perspectives, performance, values and leadership – and to which standards?
 - o Interview internal and external senior leaders to draw up priorities of your future learning and development? Is a MBA more important than learning to develop people?
- Do you do your best? - 360 deg feedback
 - o You'll be interviewing colleagues for a picture of yourself with no make up. Who are you really? Do you truly do your best in the eyes of others?
- Teams – and productivity
 - o The ingredients and design of winning teams are relatively simple, but the implementation process may be tricky, and you'll – quite controversially – learn that less is more.

“[Leaders – What’s Next?!](#)” has 2 months of extensive preparation prior to the 3 days trainings where we explore subjects related to your persona, team durability, and organizational needs which you should serve. Hereafter follows 6 months of coaching, personalized learning and managerial exchanges aimed at expanding your perspective of leadership execution and standards.

All this to elevate you to become promotable considerably earlier than you might otherwise have expected.

The choice is yours!

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And yes, I’m also in the market to also sell you leadership trainings, but you decide from this portfolio:

- ✓ “[Welcome to Leadership](#)” – talents, young leaders and managers with no prior training – get off to a great start
- ✓ “[Leaders – What’s Next?!](#)” – you have been a leader for 3-5 years, what do you do now to become promotable?
- ✓ “[The Management Side of Leadership](#)” – examination of the processes of the employee life cycle
- ✓ “[Personal Leadership](#)” – mature leaders aiming to improve team and personal performance to v2.0
- ✓ “[Leading Leaders](#)” – for executive ready to involve the organization in culture and performance improvements
- And
- ✓ “[Tag Ledelsen i Produktionen](#)” – team leaders in/around production environment – a splendid choice!

Kind regards,
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