



Leadership is the Conversation...Leadership 2.0

Now that I'm "back in the saddle" at Equis, I thought it would be a good time to share some leadership wisdom. During my recovery, I did a lot of reading.

The best reading was a book by Bradberry and Greaves called [Leadership 2.0](#). In that book, the authors divided leadership skills into two categories:

- **Core Skills** – the skills that you need to develop or enhance for entry into the ranks of leadership.
- **Adaptive Skills** – those skills that you need to enhance or demonstrate once you have arrived into becoming a great leader.

I was impressed in this division of leadership skills and developing for the next level. It coincides with the thinking of Marshall Goldsmith and his writings in the book, [What Got You Here, Won't Get You There](#). (another great book).

Here is the premise of this thinking:

- [Core Skills \(3\)](#) – **Strategy** (Vision, Acumen, Planning, and Managerial Courage), **Action** (Decision Making, Interpersonal Communications, Mobilizing Others), and **Results** (Risk Taking, Results Focus, and Agility).
- [Adaptive Skills \(4\)](#) - **Emotional Intelligence** (Self-Awareness, Self-Management, Social Awareness, Relationship Management, **Character** (Integrity, Credibility, Valuing Differences), **Development** (Lifelong Learning, Developing Others), and **Organizational Justice** (Decision Fairness, Information Sharing, Outcome Concern).

When you purchase the book, you will get a code in the back for taking a free assessment of these skills. I found it to be quite interesting and very compatible with the thinking of Lominger (Korn Ferry) and Marshall Goldsmith which we studied extensively in [Foundations +](#) and the [Leadership Academy](#). It would be a welcome addition to your personal leadership library.

"Reflection is the key to great leadership."