

Seventeen Gorman

ADVISORS LLC



Creating Individual and Organizational Excellence via Leadership Development, Management Development, Mentoring, Coaching, Team Building, Skill Building

Achieving Excellence

Issue 1

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Welcome

Welcome to our inaugural issue of "Achieving Excellence" which is inspired by clients and friends of **Seventeen Gorman Advisors**. We enjoy new ways of thinking and new ways of helping you achieve your goals.

Seventeen Gorman Advisors is a consulting practice focused on improving individual and organizational performance through skill building programs and developmental services.

Our approach to problem solving and issue resolution involves client participation at all points in the process. Above all, we listen to our clients to understand their needs and goals so that the solution we develop together - as true partners - provides a

sustainable business advantage.

Best Regards,

Jeffrey C. Leventry
Principal

In Your Quest for Excellence

"The will to win, the desire to succeed, the urge to reach your full potential - these are the keys that will unlock the door to personal excellence." - Confucius

Do You Have Likeability?



My son Jonathan recently finished his first year of school at Boston College and was fortunate to find a summer internship at a local mortgage company. He showed up early every day and exhibited a positive, friendly attitude with everyone he met during his first two weeks on the job. He treated his co-workers with respect, was polite and well-mannered and showed genuine interest in his colleagues at the firm.

Before he knew it, Managers were providing him with positive feedback and giving him special projects outside his normal job responsibilities. When we debriefed his initial impressions of his new work experience, I explained to him that he possesses a special character trait called "likeability".

What is it?

Likeability (often referred to as Referent Power) is one of the 5 Bases of Power that gives you the ability to influence others and achieve success. It can be defined simply as - "readily or easily liked or pleasing".

There are many examples of people who possess this trait and have used it to achieve success. John F. Kennedy used it to become President. Michael Jordan used it to market athletic apparel. Tom Hanks used it to do wonderful things for military veterans.

How do you get it?

While some people believe likeability is something you are born with, others firmly believe that likeability can be taught or learned. Some of the ways you can become likeable include the following:

- Demonstrate honesty and integrity
- Gain credibility through knowledge and expertise

- Be positive, upbeat and smile
- Show respect and be courteous
- Act with genuine concern for others
- Follow through on promises and act responsibly

How can it be used?

In the workplace, those who have this likeability factor are given opportunities that others never receive and use it to advance in the organization. It also affords an employee the ability to contribute to the organization's value proposition. Additionally, likeable people are more apt to be hired, receive help or instruction and have mistakes forgiven.

For Leaders, likeability gives you the ability to have others follow you to accomplish strategic goals. For Managers, it gives you the ability to have your direct reports pay attention to you as you coach and mentor them. For Individual Contributors, it gives you the ability to have positive interactions and relationships with your peers and your Manager.

The importance of likeability in the business world (as in all aspects of life) is undeniable and is a critical personality trait that improves your ability to influence others as you pursue success in your chosen profession.

If you would like to unlock the secret to improving your likeability factor (as well as your influencing skills) to achieve better business results, please contact us.

Career Advice for Young Professionals



Today's young professionals are facing a dynamic marketplace that places a premium on developing and maintaining diverse competencies while building extensive social networks.

My advice for achieving career success in this business environment is embodied in the following "Top 10" list:

- Take advantage of the opportunities that are available to you and view challenges as opportunities to showcase your Knowledge, Skills & Abilities
 - Be a problem solver (every day) to get noticed
- Take the initiative and be proactive in all that you do
 - Offer unique ideas and innovative ways of improving the status quo
- Be a Team Player and someone others want to work with
 - Help others perform better as you help yourself
- Show passion and enthusiasm for your job

- Motivate others to find the joy in achieving success
- Do not expect that all of the pieces will fall into place at once - it may take years for the plan to unfold and there may be detours along the way
 - Be patient, flexible and persevere
- Do not rest on your laurels, but continue to accomplish amazing things throughout your career - year after year
 - Seek knowledge and focus on continuous learning and skill building
- Maintain Values & Integrity throughout your journey
 - Focus on long-term success rather than short-term financial gain
- Build a "Network of Success" with your new colleagues so that you can position yourself to achieve your dreams, whatever they might be
 - Find Mentors who will push you to be your best as they provide you with sound advice and ideas for career advancement
- Above all, please remember that you are not alone in your journey!
 - Seek the advice and counsel of respected subject matter experts
- When you have achieved success in your chosen profession remember to give back
 - Consider being a Mentor or Coach to young professionals who seek your advice

Our offerings include the following:

Developmental Services

[Coaching](#)
[Management / Leadership Development](#)
[Meeting Facilitation](#)
[Mentoring](#)
[Team Building](#)

Skill Building Programs

[Influencing Skills](#)
[Presentation Skills](#)
[Project Management Skills](#)

Seventeen Gorman Advisors looks forward to collaborating with you.
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