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"Achieving Excellence" Issue 26 - January 2024

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Welcome

Welcome to the January 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

"We are all strangers to our hidden potential until we confront problems that reveal our capabilities." - *Apoorve Dubey (Author & CEO of Kreyon Systems Ltd.)*

Advice for Unlocking Your Hidden Potential



One of my favorite authors just released his newest book entitled "**Hidden Potential – The Science of Achieving Greater Things.**" The author is Adam Grant, an Organizational Psychologist at the Wharton School of Business in Philadelphia.

Among other things, he has discovered that "we underestimate the range of

skills we can learn and how good we can become.” He further believes that “progress depends less on how hard you work than how well you learn.” In addition, he articulates that “growth is not about the genius you possess, but the character you develop.” His book explores how to build character skills and motivational structures to help us realize our potential, and how to design systems that create opportunities for those who have been underrated and overlooked.

As a performance coach and manager, one of my primary goals has been to help people reach their potential as they climb the ladder of success. For me, the key to this process is to develop a growth strategy for my clients that includes developing skills that are in demand, and then positioning them to take advantage of opportunities where they can demonstrate their competence and expertise to achieve tangible business results.

How do you develop skills that are in demand?

Today there are many approaches for developing the skills that add value and are required for success in your role at your organization. My suggestion is to take advantage of professional growth opportunities inside your firm and those that are offered by vendors that are sanctioned by your firm.

This is my formula for strengthening your skills and increasing your net worth where you work:

- Have your manager or a Learning & Development Specialist assess your current performance and skill set
- Formulate a Plan of Development based upon the skills assessment, utilizing the 70 / 20 / 10 Learning Model. This model recommends that your development plan should include 70% learning in the flow of work (experience), 20% social learning (exposure) and 10% formal instruction (education).
- Take advantage of stretch assignments and complex projects that test your skills, rotation programs that broaden your experience base and mentoring programs that can help you learn from more experienced colleagues
- Enroll in classroom and online courses that are part of the Plan of Development endorsed by your manager. In particular, I recommend focusing on those skills that are in demand in the current work environment. A recent study conducted by Purdue University indicates that today’s employees need to learn the following skills to succeed in business: adaptability / flexibility, effective communication and empathy /

- emotional intelligence.
- Seek a professional performance coach who can provide you with valuable insight and feedback, and assess your progress as you proceed through the development process

How do you position yourself to take advantage of opportunity?

As you continue to develop skills that are in demand at your organization, you need to evaluate how to position yourself at your firm so that your skill set can add value to the enterprise. In addition, be proactive in seeking opportunity rather than reactive during this process.

Here are several effective ways to position yourself to take advantage of opportunities:

- Connect with influential people as you expand your network, both inside and outside your organization
- Volunteer to help resolve difficult business issues or challenging projects that impact the bottom line at your firm
- Make yourself available to those who seek help and support in achieving business objectives
- Go above and beyond what is asked of you to achieve even more success than is expected
- Be a Team player who is willing to collaborate with colleagues to create optimal solutions
- Serve on committees and planning groups that develop policies and procedures designed to address critical business problems

What are the success factors for those who unlock their potential?

In reality, none of the above suggestions will unlock your true potential if you do not develop the discipline to execute on your deliverables to achieve business results. This requires commitment and a continuous focus on your goals, along with acknowledging the hidden potential that has been unlocked as a result of each and every success you have accomplished.

In my experience, the key success factors for those who ultimately unlock their potential include the following:

- Have faith and confidence in yourself and your knowledge, skills and abilities

- Persevere to overcome the challenges and obstacles that stand in the way of your success
- Learn from every mistake, failure or hardship – both yours and those of other people
- Surround yourself with people who are successful and radiate positive energy
- Seek constructive feedback from those who have your best interests in mind, so you can enhance your skill set

The Challenge

In conclusion, all of us have hidden potential that is waiting to be tapped. The challenge is to discover our potential and then master a process for developing and unleashing that potential so we can achieve the success that we desire at work, and in life.

Developing your skill set and taking advantage of opportunities are the first two steps in the process. However, your ultimate success will be fueled by the success factors that are referenced above. What is preventing you from starting this process so you can unlock your hidden potential on your road to success?

The "PEER" Leadership Model



by Anthony J. Kuczinski
(November 6, 2023)

Tony is the former President & CEO of Munich Re U.S. I had the honor and privilege of partnering with Tony as Dean of the Business School at Am-Re University, when I was developing a curriculum of courses for American Re employees.

In my recent address at the St. Joseph's Maguire Academy as Executive Leader of the Year (ELOTY), I communicated my leadership philosophy, which has evolved over time.

These concepts have allowed me the privilege to both lead Munich Re U.S. longer than most CEO tenures in any industry, as well as to position the company and its amazing teams successfully through so many market changes and help create the robust, resilient, problem-solving organization it is today.

Many of my colleagues have asked me to share the context - so here's the overview of what I shared with the group of leaders and future leaders, for which I developed the acronym "PEER":

- **Prioritize People** – In the long run, success comes not from relying on a single leader at the top but from building up a resilient organization based on the skills and contributions of a large number of people.
- **Educate with a variety of perspectives** – Establish an environment of energetic inquisitiveness, respectful debate, and continuous improvement. Good leaders have adopted the concept of diversity and inclusion long before they became a headline topic.
- **Evolve constantly** – While you can and should learn from your experiences, there are no "one size fits all" solutions to complex, sticky — and often tough — leadership decisions. You need to consider each set of circumstances individually to avoid becoming stale or static, or to miss an emerging, vital business consideration.
- **Reflect** – Regular self-reflection takes courage, but the important acts of gut-checks and honest contemplation are what allow strong leaders to recognize critical internal and external business shifts in time to course correct towards future success.

Our Offerings Include The Following:

Developmental Services

Skill Building Programs

Seventeen Gorman Advisors offers a wide range of services to improve individual and organizational performance and support achievement of goals.

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Seventeen Gorman Advisors is pleased to offer a range of programs that are designed to develop competencies and enhance skills.

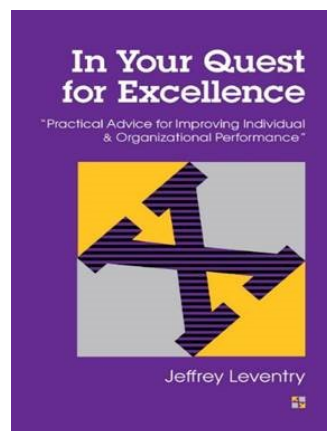
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Practical Advice

If you wish to purchase a copy of my book that offers practical advice for improving individual and organizational performance,

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