



Talent Management &
Leadership

The 'Future Fit' Leader

**LEADERSHIP
DISCUSSION**

**NINA GLASS /
WEST LONDON
BUSINESS**

4 JUNE 2021

“Leadership is the art of getting someone else to do something you want done because he wants to do it.”

Dwight D Eisenhower

“Leadership is lifting a person's vision to high sights, the raising of a persons performance to a higher standard, the building of a personality beyond its normal limitations.”

Peter Drucker

“About getting people to go where they otherwise wouldn't have gone on their own.”

Ian Cheshire

“The art of mobilising others to want to strive for shared aspirations.”

James Kouzes and Barry Posner

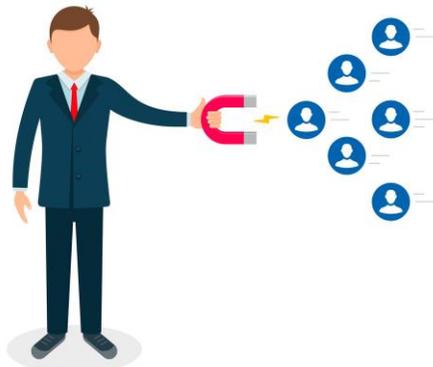
“If your actions inspire others to dream more, learn more and become more, you are a leader.”

John Quincy Adams

LEADERSHIP



TALENT MANAGEMENT



A STRATEGIC ASSET

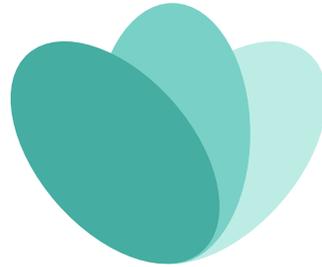
CASE STUDIES



ELVIS & KRESSE

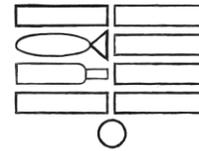


VITSOE



bôhten

riversimple



RHODORA
WINE BAR

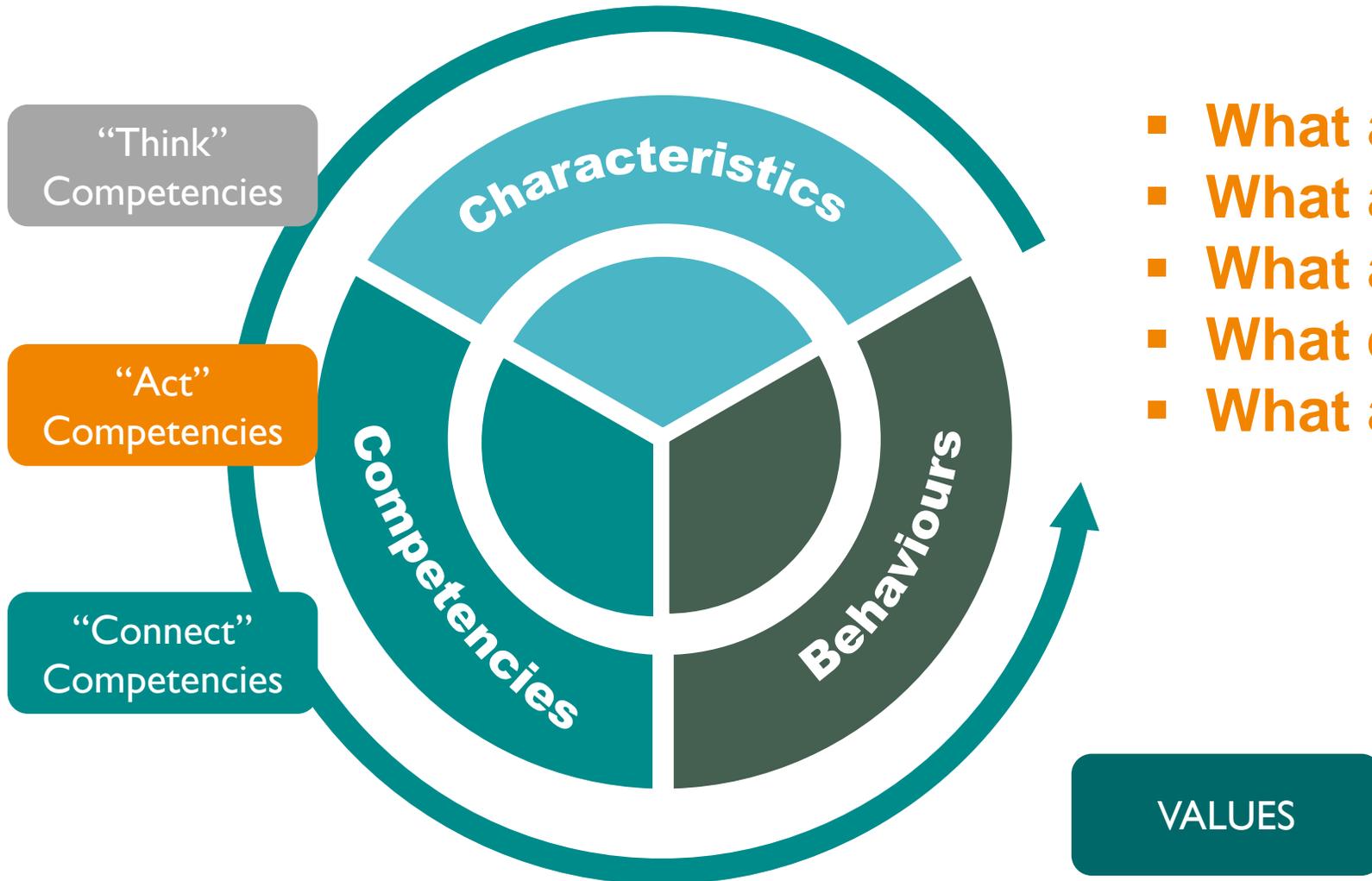
TIMPSON

herringbone
KITCHENS

BESPOKE KITCHENS FOR LIVING IN

acqsys
Supply Chain Solutions

ASSESSMENT MODELS



What makes a 'great' leader?

- What are the skills?
- What are the characteristics?
- What are the values?
- What environment is created?
- What are the outcomes?



How can you assess others?

- Leveraging the concepts just shown, what are the key questions you might ask to get at the root of 'great'?
- Consider each area and develop one or two key questions you would ask to assess a leader
- How can you bring in 'values' to your conclusions

Creating the High Impact You

- What are your greatest assets?
- What strengths do you have in competencies?
- What are your skills?
- What are your characteristics that can be leveraged?
- Where can you develop or do more to build and create the 'highest impact' you, transitioning from 'good' to 'great'!



CLOSING THOUGHTS

**“Leadership and learning are
indispensable to each other.”**

John F Kennedy

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Born and raised in America, I've lived most of my working life in Europe and have been a business executive for more than 30 years.

I spent the first 15 years of my career in corporate contexts, bridging strategy, sales and marketing, and finance in companies including IHG, Sysco Foods, Burger King, American Express, MasterCard and AXA. This was followed several years in a start-up, after which I decided to leverage these experiences into management consultancy.

Since 2007, I've been working with leaders in a range of organisational design, succession planning and search, team effectiveness, and business change. More recently, I have aligned much of my work towards transforming the business environment to drive the sustainability agenda.

I am also a certified coach with a strong interest in helping individuals, established and developing leaders and organisations achieve their potential, find purpose and thrive.

A dual US/UK national, I studied at Columbia Business School for my MBA and Tufts University for my BA. Having completed two Cambridge Institute for Sustainability Leadership programmes, I am also now a Mentor for the Institute's Accelerator and Sustainability Hub. I am accredited by the International Coaching Federation and qualified to use psychometric tools included Hogan and Predictive Index.

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THANK YOU

