

## ***The Executive Report on American Airlines Radio***

With over eight books published and hundreds of international lectures and corporate coaching sessions to his name, our next guest is one of the most forefront experts in the area of leadership. Dr. Peter J. Dean is founder and president of *Leaders By Design*. And he joins us today for a conversation about leadership and about his new book *The Coachable Leader: What Future Executives Need to Know Today*.

### ***Dr. Dean welcome to the Executive Report.***

Thank you for having me.

### ***Now you've been consulting and coaching leaders for many years now, can you tell us why it is important for a CEO to improve his/her skills?***

Well a couple of reasons. Probably the higher and higher you go in any organization, up to the top slot of CEO, the less feedback you receive directly about the impact of your leadership. So the skills that got a CEO into the position of being a CEO, are not the same skills that will allow him or her to keep that job. And so feedback is the way of constantly refining the impact of your leadership and your influence. It's referred to as a skill, but it definitely reaches a proportion where the operation knowledge is transcended by a strategic, relationship knowledge with the people that you need to be fully aware of and in touch with.

### ***You say that a leader can be at any level of an organization, can you expand on that for us?***

Well whether you're in the mailroom or in the boardroom, listening skills are always important. Empathy skills are very important. Fully attending to another individual to understand what they are trying to say and reading between the lines, giving full attention to someone is a key leadership skill that anyone can practice anywhere in the organization. Deciding in an ethical framework, giving rules and results proper play in your decision making. And then finally, when you speak, speak with specificity. Make sure your verbal and visual components of your speaking are all aligned in that the message is pretty solid from the way you look, the way you sound, and the words you use.

### ***Your new book is called *The Coachable Leader*, can you tell us why leaders need to be coached?***

Good leaders are always being coached - either by themselves, reading research or through an executive coach. Some of the fundamentals of coachability really allow a CEO to understand that there is a difference between management and leadership, that emotional strength is *really* important, that proper use of power and proper use of influence is *really* important. So coachable leadership is something that has really always been with us, and what I've tried to do with the book is to just spell out to those interested in learning about leadership what they can do.

### ***Well thank you Dr. Dean. This has been very informative for us and our listeners. Thanks so much for joining us on the Executive Report.***

Thank you for having me.

If you're interested in learning more or booking Dr. Peter J. Dean for a speaking engagement, just visit [www.the-leaders-edge.com](http://www.the-leaders-edge.com).

