



## New Results Need New Behaviours

*Why what got you here won't get you there!*

by [Andrew Cooke](#), [Blue Sky GPS](#)

Are any of these scenarios familiar to you?

- You've been recently promoted.
- You're in the same job you were in a year ago, but the scope is a lot bigger today than it was then.
- You're working in an organization where the performance bar has been raised dramatically.
- You're operating in a constantly changing competitive environment.

I expect you are in a position where you could easily tick two, three or four of these options. The question is, what do they have in common? The answer is that you are in different situation in which you need to get different results. You can no longer do what you always did to get what you always got. In short, you need to change.

The problem with change is that we don't always like to or want to change. Also, if we have been successful in the past then it can be difficult to change our behaviour as we believe it is our past behaviour that has made us successful. However, these same behaviours can now be an impediment to us with our being successful *in spite* of our behaviour rather than *because of* our behaviour.

In dealing with this are two things to identify:

- What behaviours do you need to stop?
- What behaviours do you need to change to be a more effective leader?

In doing this you cannot depend on your own intuition. An interesting piece of research found that leaders, when comparing themselves to their peers, consistently over-rated their contribution with 80% of all leaders surveyed seeing themselves in the top 20% of performers, and 70% seeing themselves in the top 10% of all performers. To get a realistic



understanding of what you need to improve on as a leader you need to objective input from your stakeholders. These are the people who are involved with you and impacted by your behaviour – your boss, your peers and your reports.

To find out more how you can do this [email Andrew Cooke](#) and find out more about the Marshall Goldsmith Stakeholder Centered Coaching process for executive coaches and successful leaders.

### **About Andrew Cooke and Blue Sky GPS (Growth & Profit Solutions)**

#### **Andrew Cooke**

*An experienced executive coach, business facilitator, and management consultant Andrew has more than 25 years' national and international experience, working across a range of industries and businesses. He is passionate in helping people, teams and companies to unlock their individual and collective potential, enabling them to achieve their personal and business goals and, in turn, to help them unlock the potential of others.*

*Andrew has extensive experience in dealing with both blue-chip and start-up companies, and has had extensive international experience in the UK, the Middle East and Ireland across a range of industries.*

*He has post-graduate business qualifications with a Master's in Business Administration (MBA) from the London Business School. He is an accredited associate coach for Marshall Goldsmith Stakeholder Centered Coaching in coaching executives and leaders.*

#### **Blue Sky GPS (Growth & Profit Solutions)**

*Andrew runs [Blue Sky GPS \(Growth & Profit Solutions\)](#), working with individuals, teams, groups and corporate so they can unlock their potential, that of others, and create a life and a job they love and choose to lead.*

*Through customized development programmes using experiential learning, backed by group workshops, individual one-to-one coaching and on-going support the individual and group development needs are addressed, the skills and capabilities are unlocked and the people can grow and achieve both personal and business outcomes on a sustainable basis. His blog, Growth and Profit, can be found at <http://growthandprofit.wordpress.com>.*

*To find out more about this visit the [GPS website](#) or contact Andrew at [andrew.cooke@business-gps.com.au](mailto:andrew.cooke@business-gps.com.au) or on +61 (0)401 842 673.*