

**Today is
Kind Wednesday!**
Do something nice for someone

How to have "Tough Talks"

Watch [this video](#) from our YouTube Channel.

SGLP Offerings

Click [here](#) for a list of SGLP Leadership Development Workshops & Keynote Presentations



About SGLP



Steve Gladis, PhD

SGLP inspires leaders to become even better through Executive Coaching, Leadership Development, and Motivational Speaking.

Leadership Video of the Month

Listen, learn...then lead

A TED Talk



General Stanley McChrystal shares what he learned about leadership over his decades in the military. How can you build a sense of shared purpose among people of many ages and skill sets? By listening and learning — and addressing the possibility of failure.

[Watch Now](#)

Best Leadership Book Reviews

Check out our [Survival Leadership Blog](#) for executive summaries of great leadership books such as:

It's Not the How or the What but the Who: *Succeed by Surrounding Yourself with the Best*

By: Claudio Fernández-Arcoz

“At most companies, people spend 2% of their time recruiting and 75% managing their recruiting mistakes,” says Richard Fairbanks, CEO, Capital One. Through inertia, we avoid regular reviews of people, even when we know we don’t have the best people around us. Cutting your losses isn’t easy but is necessary to move ahead. We don’t work as hard evaluating insiders as we do outsiders.

However, going outside is economically justified only 6% of the time as opposed to 30% for going “inside” for talent. When possible, promote from within after benchmarking to the best external potentials. Despite defined criteria, evaluators are highly influenced by attractive outside candidates and emotions. Create a checklist when selecting people for interviews. Decision fatigue (people make poorer decisions later in the day affects our choices. We make better decisions when we are fresh—after lunch or breaks.



[Click here for the full review](#)

Steve Gladis, Ph.D., President & CEO

Leadership Speaker, Author, Executive Coach

T: 703-424-3780 F: 703-425-5560

What We Do: [SGLP Offerings](#)

New Book: [Positive Leadership: The Game Changer at Work](#)

YouTube: [Lessons in Leadership ~ Executive Coaching Series](#)

Web site: www.SteveGladisLeadershipPartners.com

Leadership Blog: [Survival Leadership](#) Ranked #5 of Top 100 Leadership Blogs