

## Generosity Gene and a Big Dose of Coaching Creativity Turn Thin Air and Water into Bread and Red Wine!

Jack Welch coined the term [generosity gene](#) calling for leaders to be happy to praise people, support their ideas, promote employees, and offer resources for other to succeed.

Similar Martin Luther King challenged his followers; *“what do you intend to do for others?”*.

To me both advocate for a central dimension of leadership – serve others with pleasure, and at best before you serve yourself - and do it also when you have to turn thin air and water into bread and red wine.

Let me explain.

Over years of debating leadership in organizations I have found many well-intended and well-meaning leaders wanting to help their employees grown via training and investments.

There, however, seems to be a strong correlation between appetite for development and times when companies ride on strong cash-flows, execute well and have tailwind with customers and suppliers.

With headwinds such focus seems to vanish like dew before the sun – and it made me realize how a dose of coaching creativity can go along way to keep employees on a learning trail by:

- Designing individual learning journey – you are welcome to use my [“Learning and Development Plan”](#)
- Identifying free knowledge resources
- Utilizing industry associations for inspiration
- Learning from peers – using internal resources to upskill
- Structuring groups/ individuals to explore new knowledge and reverse teaching colleagues and superiors
- ...and so on, you continue yourself!

More specifically, look no further than:

- The web is loaded with knowledge, information and insights – and often for free
  - o MOOC’s – massive open, online courses were the new black in learning, and its still a branch of e-learning supported by many esteemed universities – at low costs
  - o Webinars – the new black of learning – accelerated by C19, anyone with a voice seems to be going live on the net, and often for free – why not join up?
  - o TED.com – another black of learning, but still very much relevant, and tremendously valuable – and for free...
- Why would you need an MBA or multiple years education to understand strategy or finance, when the best advices ought to be found in-house? Your strategy officer, CEO or chairman should be capable of a host of view points, and your CFO ought to teach you the book and balance, and especially how you can positively impact them. (And, by the way, it should be mandatory for top managers to act as teachers to their employees, full stop!)
- Reverse-learning – why not active your team, your colleagues to investigate an area of wisdom needed? When AI was still new, everyone scratched their head for new knowledge and started calling on expensive consultants when an alternative would be to mobilize a group of young colleagues interested in all-things new to start building a library of knowledge, ideas etc
- (Audio)books – I spend much time during drive to customer meeting, out running, or just ‘empty moments’ listening to audiobooks. I’m working my way thru Bill Gates recommendations as we share taste – and every book offers a new set of knowledge...

Yes, the list is not exhausted, so accelerate your generosity gene and spray a big dose of coaching creativity over your thinking and you will be able to design a plan and turn thin air and water into bread and red wine.

The choice is yours!

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And yes, I'm also in the market to also sell you leadership trainings, but you decide from this portfolio:

- ✓ "[Welcome to Leadership](#)" – talents, young leaders and managers with no prior training – get off to a great start
- ✓ "[Leaders – What's Next?!](#)" – you have been a leader for 3-5 years, what do you do now to become promotable?
- ✓ "[The Management Side of Leadership](#)" – examination of the processes of the employee life cycle
- ✓ "[Personal Leadership](#)" – mature leaders aiming to improve team and personal performance to v2.0
- ✓ "[Leading Leaders](#)" – for executive ready to involve the organization in culture and performance improvements
- And
- ✓ "[Tag Ledelsen i Produktionen](#)" – team leaders in/around production environment – a splendid choice!

Kind regards,

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