

# QUOTES, QUIBBLE, QUESTION

FROM  
THE  
COACHING  
GUY

50<sup>TH</sup> EDITION

## WELCOME

Welcome, this week we are focusing on the missing capabilities in Leaders.

Leaders are expected to navigate complex challenges, inspire their teams, and drive results. However, it's becoming increasingly clear that many leaders lack crucial capabilities. These gaps may arise due to a lack of formal training, limited self-development, or insufficient investment from their organizations. When these deficiencies go unaddressed, they can hinder not only individual and team performance but also organizational success.

This week, let's explore this pressing issue, reflect on the differences in capabilities between office-based and field-based workers, and understand why diversity in experience is vital for effective leadership.

## QUOTES

"Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others." [Jack Welch](#)

"Leadership and learning are indispensable to each other." [John F. Kennedy](#)

"The growth and development of people is the highest calling of leadership." [Harvey S. Firestone](#)

"A leader is one who knows the way, goes the way, and shows the way." [John C. Maxwell](#)

## Q U I B B L E

One of the more nuanced aspects of leadership capabilities stems from the different environments in which leaders work. Office-based leaders, often specialists in their fields, tend to excel in strategic planning, effective communication, and managing day-to-day operations within a structured environment. These roles typically involve smaller teams with lower turnover, which can sometimes mean fewer opportunities for hands-on people management. As a result, there may be less focus on developing skills like performance management and accountability. Additionally, office-based leaders may find it challenging to inspire and motivate others, as their communication style can sometimes feel more formal and less personal.

Conversely, field-based leaders often develop a wide range of skills out of necessity. They are typically quick thinkers, adept at solving real-time problems, and leading by example in dynamic, ever-changing environments. The nature of fieldwork, with its higher attrition and more variables, requires a strong focus on people management as a cornerstone of performance growth. These leaders are often able to inspire and motivate their teams effectively, manage remotely, and drive performance outcomes. They are also time poor which makes them super-efficient at planning, organising and delivery. Their broad skill set, and adaptability make them strong candidates for senior leadership roles within organizations.

This difference in capabilities underscores the importance of organizations recognizing and integrating the strengths of both office-based and field-based leaders. Leaders who can combine strategic foresight with practical, on-the-ground insights are better equipped to achieve sustainable success. Effective people management is crucial not only for personal growth but also for the development of the team as a whole.

## Q U E S T I O N

What are the capabilities that you know would be beneficial to have, that you missed out on gaining in your journey so far?

Curious how I can help you? Then book a free consultation, link in my bio. Or if you like my content and want this sent straight to your inbox every Monday, subscribe to my newsletter by visiting [www.thecoachingguy.co.uk](http://www.thecoachingguy.co.uk)

## T H A N K S

For reading this week's newsletter.

If you have other subjects that you would like to hear about, drop me an email at [matt@thecoachingguy.co.uk](mailto:matt@thecoachingguy.co.uk)