

Larry E. Laycock

Throughout his life, Larry has played a series of important roles. He has been a successful executive in various management environments including Banking, Finance, a major law firm, a trust company, an international consulting firm, and a major racetrack casino operation as CEO. In addition, he acted as an advisory consultant to the competition Bureau during the important Bank merger proposals of a year ago. In all these roles, Mr. Laycock has encountered a broad spectrum of leadership challenges and opportunities. He has faced the career risks, project deadlines and competitive landscape revolution of the financial services industry in the 90's as a leader in the rapidly changing business world, as well as the prevailing political pressures which test the conviction or resolve of senior executives everywhere.

Mr. Laycock has been consistently acknowledged over 35 years as an effective leader of people. He has been recognized as an extraordinary developer of ambitious personnel, taking top talent and bringing out the ability, dedication, energy and attitude they require to develop and achieve successful careers. His reputation as a demanding but fair leader with integrity and a genuine interest in the people he is responsible for is exceptional. He is well known for practicing the concept of empowerment in a fashion, which challenges, stretches and ultimately rewards individuals for their contributions.

Larry has studied and refined an understanding of the distinction between leading by command versus utilizing constructive influence or communicative persuasion. He believes that people, while self-motivated, can be inspired to greater levels of achievement by seeking them to "buy-in" with their support with a rationally explanation of your expectations, objectives or goals. It is vital to pro-actively seek queries and provide clarification of any misunderstandings to ensure your leadership remains trusted and credible in the face of challenges.

We will hear about the value of personalized, private one-on-one executive coaching.

Today, Larry hopes to stimulate some worthwhile self-appraisal, as well as spirited debate, by offering some provocative questions about your value as a role model or example of respected management attitude and behavior