

THE EXTRA POINT

BY JERRY ROBERTS



248 Keeping a Book on People Who Produce Results

What if you were put in charge of a team and needed a number of top quality, high achieving workers to deliver big results — where would you turn? Advertising? Online job sites? Old applications of people who once applied for work at the company? I'm Jerry Roberts and I've got another option to consider, next, on The Extra Point.

A couple of nights ago I was picking up folks at the airport, and before they emerged from the baggage and customs area, I got involved in a conversation with a man who told me a story about his business...a story that led to today's commentary.

His name is Tim and he's a manager for a big military contractor. He's been in the contracting game for many years. He also has attended a couple of my training courses and we began to talk about that, plus a general discussion of the challenges of building a team which stays together over the long haul.

As we chewed that over, Tim started talking about some of the people he now works with, and that he'd had the pleasure of doing so before he came to Guam. In his end of the military contracting business it's a relatively small community, and he said you come to know who the good workers are, the ones you can trust to show up and get things done. Then he dropped the nugget of information that made the difference.

Contracts are won and lost, and people are often are on the move in search of their next opportunity. He said there are a lot of positions filled locally, but when you need additional expertise you know where to look — this network of people you've been a part of for so long. I didn't ask Tim how many times he's dipped into the community to find talent, or how many times someone has dipped in to find him, but my guess is that he's experienced

both, perhaps several times. So what does all this mean to you? Is there more going on here than just basic networking? Yes, there is more. If you're unable to play along with what we do next, you can go to guamtraining.com, and download transcript # 248, and do it later.

Take a piece of paper and list two categories of people. The first list is made up of those you've worked with over the years who have impressed you with their talent, skill, determination, charisma, and overall work ethic. The second list is made up of people who have competed with you. Same industry, different companies, and you know they also do great work and can be counted on to deliver results. This gives you a start to developing your own community of talent, and with every job you take, you add to both of these lists. The next step is to keep tabs on people so your contacts are always fresh.

One day when you're in a position to build a team and you need proven winners, you go looking in your community to see who might be interested in moving on from where they are. The larger the network of top notch people, the better your chances of landing who you need — and maybe much better than taking a chance on finding the right one in a sea of applications. If you haven't got such a list yet, there's no better time than today to start making one.

I would imagine my friend Tim would know exactly who to call if he needed to fill a critical position. Will you?

That's The Extra Point. Get out there and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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