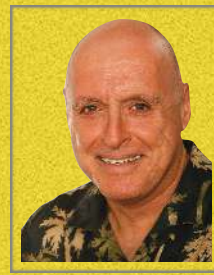


# THE EXTRA POINT

BY JERRY ROBERTS



## # 368 The Beauty of the One-On-One Meeting – Part 1

Too many managers and their team members are losing out on one of the most potentially valuable experiences available in the workplace today. I'm Jerry Roberts and it's time to talk about the beauty and power of the one-to-one meeting, next on The Extra Point.

I've been a promoter of one-on-one meetings for years, stressing their importance in every organization I have the privilege to work with. Today and tomorrow I'm going to give you the reasons why you should make one-on-ones a key part of your management strategy. I'm also going to give you a format for getting the most value for the time spent.

Before I start rolling on this, let me address those who say "I don't have time." The majority of the busiest and most successful managers in the world do it. If they can make time, we can make time. Okay mister or miss manager, here we go with why to hold one-on-one meetings with your team — Seven reasons.

1. You develop a stronger relationship with the worker. This is important for every generation in the workforce today, but critical for Millennials and Generation Z employees. The more contact they have with their manager, the more trust will be established.

2. Workers want and need the connection with their supervisor. It gives their job added meaning and anchors their position in the organization. Managers are an employee's lifeline to the organization and one-on-one meetings strengthen that lifeline.

3. You want to influence every worker's productivity and engagement. Meeting with them on a regular basis, even for as little as 20 or 30 minutes, is your best tool for doing it.

4. The worker can share ideas and you can help develop them. You can show appreciation for their efforts and, as needed, give feedback on their performance. When that feedback includes correction, the better the relationship the better the worker will accept the feedback.

5. You can discuss performance issues, without waiting until it's time for the annual review. In fact, one-on-one meetings can be instrumental in helping skyrocket performance. Annual reviews are almost a universal waste of time and money. By incorporating an effective strategy with one-on-one meetings, you can actually accomplish what annual or semi-annual reviews were supposed to do for organizations — but never have.

6. These regular meetings will enable you to stay on top of potential problems, and to deal with them before they become serious. You'll have a clear picture of the mood of your team.

7. Your team will develop a greater sense of loyalty.

So, you still don't have time? Oh, you'd do the meetings if you were confident of the results? Tomorrow, I'll have a format for success, plus the best approach for both the manager and the worker. I think you'll like what you hear.

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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