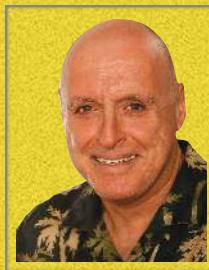


# THE EXTRA POINT

BY JERRY ROBERTS



## # 443 Early Returns from Live2Lead: It's Cultural

It was a tremendous full day of learning and sharing at the Live2Lead Guam conference. I'm Jerry Roberts and today, a few of the early takeaways you may find interesting. It's about culture, next on The Extra Point.

In his segment to kick off Live2Lead, John Maxwell discussed the importance of putting in place a leadership culture. We've promoted this idea for two years in this space. What we want to do is create a safe place where people feel free from the worry of failure, and where leaders are routinely and, hear this — systematically developed.

Systematically developed. That means your organizational culture, your operating system, is built to support emerging leadership. It goes much deeper than sending people to an event that talks about leadership. Let's be straight, as good as Live2Lead is, the truly important work is done starting today for those people who attended. Now they come back into an environment that either is set up to promote leadership and propel people forward...or it's not. This is a critical piece to success in the leadership journey.

The ultimate goal is to create a surplus of leaders who are ready for the opportunities that come your way in 2020 and beyond. Most organizations don't have a surplus of leaders and therefore may not be able to capitalize on those opportunities.

The first step is to identify potential leaders. Can you see them among the people in your place? If you've got a small team that might be a simpler task. But what if you have a big team — 50, 100, 200, 500 workers or more? Then it's not so easy. If you don't have a plan to systematically identify leadership talent, you'll miss people who are ready and hungry to move up.

Maxwell said the greatest ability of a leader is

to recognize ability. This coincides with his long-held position that the number one job of any leader is to create more leaders. This then goes hand in hand with what I've said for many years — every one of us is just keeping the spot warm for some person who will eventually take our place.

Some people fear developing others on their team because they worry, "Hey, if I build this person up, the company may decide to boot me out and hand my job over to the person I'm working with." Let me give you the other side to this conversation. What if you want to move up to another position and the only thing holding you back is the lack of a qualified replacement? I seen that much more often than the other scenario.

To recognize ability I have to get out among people and talk with them, finding out more about them. What do they want? Are they hungering for more? What abilities are there that I can leverage to get them moving forward.

I also need to know what I'm looking for. Have I thought this through and truly know what I'm after? In Maxwell's words, "When you know what you want and who you are looking for, you increase the odds of finding both."

Through my sleep-deprived eyes, I read most of the evaluations handed in by the Live2Lead attendees. We know how they felt and what they want. We're already laying plans for the 2020 Live2Lead to deliver on that.

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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