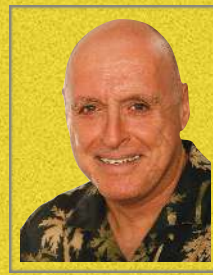


THE EXTRA POINT

BY JERRY ROBERTS



484 Employers Need What Winning Teams Have – Part 1

Every manager of a professional sports franchise knows how critical it is, yet the message has been lost on far too many leaders of businesses and government organizations. I'm Jerry Roberts and today we'll reveal what that is and why it's critical to our continuing success. That's next on The Extra Point.

Every major American championship sports team in memory has had this important asset, and it was one of the key reasons the team won the title. The Nationals in baseball, Patriots in football, Raptors in basketball, and the Blues in ice hockey. They likely couldn't have won without it. In the long run, neither can our organizations. What we're talking about is a quality bench.

When I refer to "bench," it means players who can be counted on to deliver results on demand. They step in and perform at a high level. For today's purpose I want to focus on what we term "emerging leaders."

These are people who are ready to take on more, do more, and be more. First things first, how do we identify a great bench player, someone who is ready to step up?

1. They're serious about their job, the focus is on getting the job done and done well.
2. Because that's the case, they treat company time as precious.
3. They're a self-starter, always taking the initiative. No loafing or clock-watching.
4. Coworkers see them as influential.
5. They communicate clearly.
6. They see the big picture and want to be a part of it.
7. This is a person who is hungry to learn.
8. They're open to greater responsibility and opportunity.

That last one is sometimes hard to see so when I'm coaching managers and frontline

workers, I lay it directly. It's a simple three-letter solution. ASK. If you're the manager and you've got a workers who seems to fit the characteristics mentioned, ask them if an opportunity were to come open at some point, are they interested in that "more" we mentioned?

If you're the worker and you do want more, make sure the people who can give it to you know that. Tell your boss, tell your boss's boss, tell the HR manager, tell the CEO. Write the word "more" on your forehead. Make everybody know that you're somebody who wants to move up. I don't want to have to guess if you're willing to be a leader. Tell me.

What if you tell all these people and nobody does anything about it? We're back to the word "ask." Get with your boss, your boss's boss, the HR manager, and maybe the CEO, and tell them all again that you're ready to step up, and ask if they've got an upgrade path for you. Maybe the timing is wrong. Maybe they're the wrong employer. Maybe they're not the ones who can or will punch your ticket for Moreville. Don't you want to know that?

We've talked about how to identify the people who can be star bench players, who are ready for increased opportunity. We've talked about how to find out about their mindset and if they're ready for more, from both sides of the equation — the worker and the employer. The next time we get together here, we'll dig into what to do about it if you are ready.

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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