

# THE EXTRA POINT

BY JERRY ROBERTS



## # 485 Employers Need What Winning Teams Have – Part 2

Every team needs up and coming talent if they'll be able to keep pace with their market and maintain their success. I'm Jerry Roberts and today, part two of our discussion on finding and developing new leaders. That's next on The Extra Point.

On Friday we gave eight indicators of how to spot an upcoming leader on your team.

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

Now, when we identify this emerging talent, what should we do about it? Here's a few ideas:

1. Invite them into leadership meetings to gain a sense of how decisions are made. Here is where they'll get a sense of the organizational strategy, how ideas are developed, what concerns are raised to alter plans, your key performance factors and how everything relates to everything else — and the bottom line.
2. Give them some advanced training to help prepare them for the next level.
3. Help them recruit a mentor to bring them along faster.
4. Assign them to participate in a project that will test their skills.

Let's break those down. First, bringing them into the inner leadership circle. This can be a serious mindset changer. It takes them from being one of the crowd to one of the few; from the feeling they're on the outside to the inside; and they'll finally understand how things really work. They'll now be in a position to develop influence on organizational direction. Maybe not a lot at first, but it will grow over time.

Additional training that their peers aren't getting tells them they have the attention of leaders who are interested in their growth.

Picking up a good mentor is a big step and can greatly accelerate a career if the mentee is serious. The mentor should have the skills and perspective to add missing elements to the particular mentee. The questions that should be asked are, "Why is this person a great mentoring fit for Mary? Could somebody else be better?"

Finally, assigning them to a project that will stretch their abilities. Match them up with a good challenge, but not something that is so far beyond their talents that they have no chance to succeed.

At the end of the project sit with them and go over the details. What did they do well and what needs improvement? Get their feedback, too. Then, raise the bar the next time around.

One of the main jobs of a leader is to identify and grow new leaders. Download Extra Points #485 and #486 if you think they'll help.

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.

###

For information on training and consulting services from Jerry Roberts, please click this link: [guamtraining.com](http://guamtraining.com)

