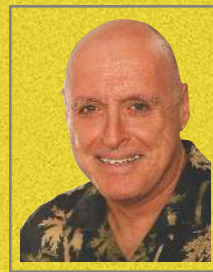


THE EXTRA POINT

BY JERRY ROBERTS



720 Moving Up in 2021 (Retrospective) – Part 3

All the things we wanted to do in 2020, can we just dust off the plans and make it all work in 2021? I'm Jerry Roberts and part three of our look back on what we were getting ready to do a year ago is next, on The Extra Point.

As we move toward 2021, we're looking at the plans we had for 2020. What still makes sense? Up to this point, we've had the following:

1. Give big time value to your job. Employers need people to step up and deliver.
2. Be enthusiastic. Start a positive virus where you work.
3. Ask for more challenging work. Find ways to show that you can do more, and that your boss can count on you more.
4. Be accountable. Don't look for excuses. Admit mistakes and establish your credibility.

In 2021, if you seriously plan to make it a year of high achievement, look to get some help that helps you grow.

5. Get a coach or mentor. It can be your boss, your boss's boss, the CEO of the company, or a retired executive from your industry, or from another industry.

Some employers will help talented people find a good mentor. Ask your leaders if they know someone.

There's also a big internet out there. Maybe your industry group can assist. Or is there a Facebook or LinkedIn group you can join?

I've blazed a couple of trails in my life, and I've also had successful people help me cross a few barriers with good advice. If you're the kind of person who has to cover every bit of ground yourself and you don't want anyone else's help, then fine, have at it.

On the other hand, if you're good with getting advice from highly qualified people, and using that advice to help yourself and your team, do what you can to identify a person — and maybe there will be more than one — who can serve as a stepping stone to your success.

7. Plan your development for 2021. Here's a spot where some folks look at me a little bit strange. That's because the decision for what they learn has always come from the employer. If they get training, that's nice. If not, no sweat.

No, no, no — I want my employer to want to invest in my growth. I want them to know that every dollar they spend on my development, will come back to them in multiples. If you can get the right people thinking like that, you'll always get the training you're after.

Make a list of the learning advancement you want. Talk to your HR manager and start pitching them that you get that training — and keep asking. Your boss needs to hear it, too.

Further, each time your employer does invest in you, I want you to 1) Thank the people who made the decision. 2) Tell them what you learned and how you plan to use it. 3) When you have good results to report from applying what you learned, tell those same people. This affirms their *return on investment*. When they know you deliver results, they'll want to spend more on you.

The final three points come tomorrow, as we wrap up our look at getting things done in 2021.

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

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