

THE EXTRA POINT

BY JERRY ROBERTS



764 This One Thing Will Prevent You From True Leadership

If you don't learn to do this one thing, you've got virtually no chance to ever be a successful leader. If you don't learn to do this one thing, you've got virtually no chance to ever grow an organization. If you don't learn to do this one thing, you will almost certainly regret it for the rest of your career. The one thing is coming next, on The Extra Point.

So, to be fair, there are people who will never need the one thing. These are people who don't ever intend to advance their career. They like it where they are, and they like things the way things are. Their boss is content with the way things are and isn't going to bug them for more. They've got it all covered. Don't mess with details. The watch ain't broke, so don't try to fix it. Leave well enough alone.

If they own a very small business, and they don't have any desire to grow it, they don't need the one thing. They can do everything, probably better than any other employee can. They routinely do all the thinking and often jump in and do most of the doing. If they can sell enough products and services to make what they need to make, and the competition doesn't get so hot and heavy that they're forced to expand, never mind the one thing.

But what if neither of those two scenarios fits your circumstances, and you need to produce more on a regular basis? What are you going to do? You're going to have to trust somebody else to do things you do, even if you do them better than anyone else.

One word with eight letters makes all the difference in the world, but to harness it takes a mindset that is extremely hard for many to achieve. It requires that trust, and patience, and willingness to allow mistakes; mistakes which result in the loss of time and often money as well.

One word, eight letters, and when you strap it

on and do it right, it is a superpower that can be nothing less than transformative.

And yes, I said it's a superpower when you do it right. Because, you see, most people do it wrong. Probably because the bosses in their life always did it wrong. That word is delegate.

When you learn how to delegate right and you practice it everyday, and you train everybody around you in the hows, the whys, the whats, the wheres, and the whens of the things you do — adding to the mix that trust, patience, and willingness to allow mistakes — other people can become leaders. Real leaders.

What that means is that you'll be free to work on your business or department, not so much work in it. Working "on it" means you can now spend more of your time growing it.

Make no mistake about it, great delegators can become great leaders. If you do it right, it's almost like multiplying yourself. Except, please understand, that it won't be exactly like yourself. People will eventually start to do things a little differently, even though the results may still be what you want. They'll be putting their own stamp on the job, and the leader has to be careful not to let his/her ego get in the way, correcting the worker and saying they have to do things exactly as they've always been done. It's one of the biggest hurdles to effective delegation, the thought that your way is the only way.

If it becomes an ego thing for you, you'll eventually trip over this hurdle and land face-first. You will have sent a message that it's all about you and not about them, that they don't really need to think for themselves..all they have to do it simply copy your ways.

(Con't.)

Yes, it will still be delegation, but you will have stripped out the “super” from the “power.”

Without real delegation, done right, it’s almost certain that you’ll eventually burn yourself out, and never achieve what you could and should have been — a great leader. A great leader builds others into being great leaders.

Delegation is a step-by-step, practical process, and we’ve covered it here before. However, the purpose of today’s chat is to make it clear that effective delegation is a mindset. It needs to be your mindset.

When you’ve got it, you’ve really got it. I hope you get it.

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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