

THE EXTRA POINT

BY JERRY ROBERTS



825 Is it About Goals or Growth?

Today, a conversation about our personal view of leadership and performance. I'm Jerry Roberts, and is it possible that we've got our eyes on the wrong prize? That next, on The Extra Point.

I've mentioned that I currently facilitate a leadership group study, something we call a mastermind. It's a group of senior leaders from a single company, and we're learning principles and ideas which can help all of us get further and do better — for ourselves but more important, for the people we lead.

Here's a quote from John Maxwell: "When I started my career, I was motivated by my desire to meet numerical goals, and every year I set those kinds of goals for myself. I'd look at every area of my career, break each large goal down into smaller, achievable goals, and attack them. I believed that hitting numbers would automatically make me better."

I'm guessing you've done that, too, as I have. For the past three years, in this time slot, I've talked about making goals and hitting them. Making large goals and then chunking them down into smaller pieces, and even further into bite-sized pieces if necessary, and attacking them that way.

I even spoke about our goals not being large enough, that we all need big, hairy goals. Most of our goals are too small and barely fuzzy, and I've been guilty of that. How about you?

I thought achieving goal after goal would get me to where I want and need to be, and I'd be on top of the world. That just hitting the numbers would be enough. Maxwell was wrong. I was wrong. All of us were wrong.

"Now, wait a minute Jerry, are you saying that hitting goals should no longer be our goal?" No, goals are good. Goals are a track to run on, that can take us from station to station on

our journey. However, there's more. The "more" is growth.

If we're completely focused on numbers, we won't be focused on people, the people on our team. If the company grows but they don't, that's a disconnect.

Here's an uncomfortable truth. If we don't grow as leaders, we can't help them grow. We can't give people something we don't have ourselves.

Maxwell shared the four areas in which he concentrated his effort to grow, and he created the acronym REAL. R.E.A.L. Relationships, Equipping, Attitude, Leadership. R.E.A.L. He said that everything he did, he could fit into one of those four categories.

Am I strengthening my relationship with a member or members of my team?

Have I equipped people for the jobs they do, and for the challenges ahead?

What's my attitude like today, and how will that impact people, and their attitude?

Is my leadership ability making it possible for people to grow and succeed, or is it holding them back?

I flashed back to times in my life when I not only didn't have all the answers, I didn't even know what the questions were. I needed this kind of group, these kinds of ideas.

If we're going to help people grow, we need to grow first. Maxwell says, "Growth on the inside fuels growth on the outside." If we grow and we help others grow, then guess what? — the goals that we think are so big now will seem small and insignificant, compared to the goals we'll then be able to dream of.

(Con't.)

From the leadership mastermind, I'll close with...grow yourself, then grow your team. Keep asking yourself, how far can we go?

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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