

THE EXTRA POINT

BY JERRY ROBERTS



910 Two Things Every Leader Should Do

If you're a new leader, there are two things you should do at some point, preferably as soon as possible. What could those two things be? Both are coming next, on The Extra Point.

Not all leaders are bold, but being a bold leader can be a good thing.

Not all leaders are kind, but kindness is a good thing.

Not all leaders are tough and demanding, but being tough and demanding has its place.

Not all leaders are comfortable being judged based on the performance of their team, but team performance is really all a leader can be judged on — because a leader is responsible for building the team.

Not all leaders are always honest with his/her team, but being honest with workers is a good thing.

There are two things every leader should do. One, communicate their vision to the team. "Here's what I feel we can be, what we can accomplish, the role we can play in our industry, our island."

Some experts say if we require longer than 20 seconds to explain the vision, we're not clear on what it is. Some experts say we should be able to do it in 10 seconds.

The second thing every leader has to be able to do is define reality, as it applies to the vision. In other words, "Here's where we need to be, and the reality is, here's how far we are away from it."

You might ask, "What if I'm not sure what the reality is?" That's a fair question, and a lot of leaders don't know. The good thing is, simple questions can get you the knowledge you need.

1. What are we doing well?
2. What are we doing that is not going well?
3. What do we need to stop altogether?
4. What do we need to do that we're not doing now?
5. What are our strengths and opportunities?
6. What are our weaknesses and threats?

If you can face up to those questions, you'll know exactly where you stand, what your reality is, and you'll be able to accurately present that to your team.

I had a manager once say to me, "You know, I don't want to worry my workers when things aren't going so well." I acknowledged his position, then asked whether he thought anybody on his payroll ever talked to each other, and is it possible employees already knew things weren't so good? He looked at me for a few seconds, then said, "Yeah, I guess so."

There are very few secrets in most organizations. If sales are down, people know that. If management lacks the ability to work effectively with the team, the team knows that.

If you're new to your employer or team and have the luxury of a little time, spend it getting to know workers and understanding the ins and outs of the organization. Try to answer those six questions. When you have solid footing in the position, then present your vision, and the reality. I think it'll make better sense to everybody, if you do it that way.

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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