

THE EXTRA POINT

BY JERRY ROBERTS



923 Updating Three Ideas From Previous Programs

Sometimes, I dig into old episodes of this broadcast, and ask myself what else I could have added, or I dig for new information, maybe different ways to look at data. I did that last night, and I came up with three ideas for leaders, which I think have the potential to take someone — maybe you — to the next level. I'm Jerry Roberts, and let's get to those ideas, next, on The Extra Point.

This is Extra Point #923. There's a lot of material to go over, and when I read past episodes, I ask myself questions. What has changed since I wrote this? Do I feel differently about the content? What would I add if I took the time to do a rewrite? This was my mindset last night, and I found these ideas.

1. Leaders need to trust their instincts and make quick decisions. You hear it all the time: "Trust your gut!" Or, "go with your first impressions."

Have you ever had a reaction to a situation which was exactly right and you wanted to make a certain decision, but you second-guessed yourself instead and later regretted it? Your "gut" said to go one way, but you talked yourself out of it and did something else — and it didn't work out." If that's happened to you, you're not nearly alone. I've done it, more than once.

First reactions are important. We usually go that way because of experience, and a general sense of what's right and what we feel will work. Still, there is value in testing an idea. Run it by others who have a different background or perspective. Maybe they'll see something that's missing, or something that can be added.

After getting comments from others, your initial choice might be validated, and you can go that way with renewed confidence. Or, you can make adjustments based on the

additional input, and feel good about making that choice.

One added benefit there is you enjoy collaboration and team building, which is always a good thing.

On top of that, in this case, problem solving became a group activity, and a shared responsibility. This is also a big positive. If what I'm describing doesn't happen much at your place of work, I recommend trying it.

2. Don't be afraid to hire people who are smarter than you. If you bring people in who have diverse skills, it's a guarantee that each person will have unique talents and maybe be the best in the shop at something.

If they are, could they act as a consultant of sorts to others in the organization for that specialty? Would that give you, their supervisor, a chance to provide some recognition?

3. A leader should keep the tough tasks for him/herself. Let's expand on this a little. It's almost like the thought of working "on" your business, rather than working "in" your business that we've spoken of.

One of the main goals of every manager should be to properly train and equip each worker to become proficient at their job.

Then, whenever possible, the manager would then delegate additional work to them, which expands their knowledge and skills. Then, delegate some more.

As their capabilities grow, so will your confidence and trust in them. This gives you, the manager, the time to devote to growth-producing work, or solving a severe or recurring problem.

(Con't.)

There's more. A leader has to grow, too. If you've delegated well, you'll have the time to better develop your skills and then be able to take on more ambitious jobs.

Maybe, just maybe, that will include your boss recognizing your new talents, and then delegating some of their work to you. That could eventually put you in line for advancement.

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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