

THE EXTRA POINT

BY JERRY ROBERTS



1208 Random Observations From a Great Day of Leadership

Yesterday's Live2Lead event was a feast of ideas and strategies, and while the speakers were outstanding, I think the action that took place at the table both before and after the speakers, might have been more valuable. I'm Jerry Roberts, and we'll chat about that next, on The Extra Point.

Yesterday, a big crowd at Live2Lead picked up wisdom and powerful takeaways from a great lineup of speakers.

John Maxwell nailed down several effective ways to communicate with people. He also had the best recipe for working with a mentor that I've ever heard.

Eric Thomas challenged us to step up and take on a bigger role, because people need us to do that. This is not a time to be timid. All of us have a larger role to play than the one we've been playing.

Tim Elmore made a compelling presentation in comparing all of the generations present in the workplace today. In walking around the ballroom at the Hyatt, several company leaders said they have five generations employed. On top of that, there was general agreement that Guam has most of the same generational issues that are found anywhere else.

Further, if you're tempted to think that the media stories about generational differences are overblown and it's no big deal, you're going to be in for a serious surprise.

Elmore gave ideas on how to connect with the various generations, and people who make the effort are going to see success when so many others have difficulties.

Doris Kearns Goodwin, who knows more about U.S. presidents and their leadership styles than anyone, talked about a leader's need to find a place to think. For years, I worked at home and only went into the office for weekly team lunches, or when absolutely necessary.

If you are present in the office, it's so easy for people to route calls to you, or involve you in conversations about a problem, instead of doing the thinking necessary to come up with a solution.

For me, working at home meant I was able to get my work done. Secondly, I told people to figure things out on their own and only bring me into the mix if they hit a wall and needed to get unstuck.

Patrick Lencioni pinpointed why some people do poorly in their job, and have so little job satisfaction. I saw heads nodding as he went into all the reasons why so many people are miscast in their roles. If we knew ourselves better, it would be clear that we'd be making a big mistake in accepting a certain job.

The speakers were as good as advertised, and maybe better. However, what I think was even more valuable was the interactive work we did at the tables.

There were exercises that got people thinking about topics that aren't what you normally deal with in the busy workplace.

As I walked around the room, table after table was engrossed in conversation, with people explaining how they felt about a question, or about their strengths, or what the company should do next to capitalize on what was learned at Live2Lead.

Getting workers to talk and express their ideas and opinions is never a bad thing, and can be a surprising experience for senior managers and business owners.

We urged everyone to take the conversations from Live2Lead, and move them over to the workplace, to continue them there.

(Con't.)

Several companies have succession thoughts and are looking for people to identify as possible candidates for future advancement.

Having open and honest exchanges on issues of importance to everyone sends a strong message that all voices are welcome, and this is a place worth thinking about for long-term employment.

If you weren't able to attend, hopefully we'll be able to host you at a future Live2Lead.

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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