

THE EXTRA POINT

BY JERRY ROBERTS



1506 Leaders Need to Train and Take Action With Their Team

It's the one line I have heard probably a thousand times in my 28 years of providing training service. On February 29 at the Dusit Thani, at our Live2Lead event, I'll hear it again. I'm Jerry Roberts, and again, I'll smile as I always do in this situation, and say, "Well, that would have been great. Maybe next time." What's the line? That's coming up, on The Extra Point.

Almost 30 years with Guam Training, many thousands of students, I've written over 30 courses, and produced some three dozen events like Live2Lead.

I've had the great pleasure and privilege to work with and contribute to the growth and development of a lot of people in the Guam workforce. Believe me when I say that I don't take the opportunity lightly.

During breaks or after trainings, or an event like Live2Lead, more often than not someone will come up to me and say, "You know who should have been here?" I know what's coming next, but I always respond with, "No, tell me." They'll say some version of, "My boss/our CEO should have been here. They needed to get this information!"

We do get a number of senior leaders out to Live2Lead, and I certainly encourage it. This is an opportunity for a shared experience, and a prime opportunity to brainstorm with your team. Those who have attended enjoy the time and do what they're supposed to do, take action with what is learned.

Some senior leaders have told me that they don't attend trainings or events because their presence might be intimidating. If they're not there, people will speak freely. The answer to that is that people should always be nudged to speak freely, even in the leader's presence.

There's more, and it's a combination of two factors that I feel are critical. One is the process to action, and the other is the path to action. Let me unpack this so you get my point.

Every year at Live2Lead, we stress the need to take action. This year, we're taking that to a new level. We intend for every attendee to leave with a list of things they want to do, and at least the beginnings of a plan to make them happen. Action is the key.

Where the senior leader comes in is during the action at the tables between speakers. As an idea is discussed, the leader can help direct the conversation, making sure that everyone has a chance to contribute.

The leader can also talk about any specific processes that may be in place for bringing an idea into the organization, to give it the best chance for implementation. This is guidance, a teaching moment, and one that can benefit everyone into the future.

The second factor is an extension of the first, and it's that the leader was in the room when the idea came to the team. He/she heard what the speaker had to say, along with everyone else. Instantly, we're all on the same page. Any plans to develop an idea get up to speed much faster than normal, and that's the name of the game — speed.

Ideas that reside inside of notes and don't get aired out quickly, may never again see the light of day, and opportunities can be lost.

Leaders should attend trainings and encourage people to speak up. Leaders should attend a program like Live2Lead, and use it as a way to help people grow, and to help them help the organization to grow.

If you are a leader and you've never done any of this with your team, my experience is that the team will love having you with them, and learning together. They'll love it even more when everyone is focused on developing a new idea — together.

(Con't.)

If you're coming to Live2Lead and your boss is not planning to join you, or if there's been no talk about it yet, I encourage you to download transcript #1506 at guamtraining.com, and invite them to make it a true team event.

If you do, the probability of gaining maximum benefit from the day goes way up.

Be with your team, learn with your team, grow with your team, and work with them to build a better and stronger organization.

It's all about taking action. Let that action start with you.

That's the Extra Point. Be responsible and make something good happen today. For 93.3FM, the Ray Gibson Show, and First Hawaiian Bank, I'm Jerry Roberts.

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For information on training and consulting services with Jerry Roberts, please click this link: guamtraining.com

