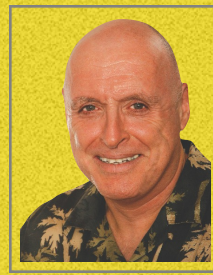


THE EXTRA POINT

BY JERRY ROBERTS



1688 What if?

It's Friday on the Ray Gibson Show and I think I'd like to play a little game today...a little game I call "What if?" I'm Jerry Roberts, and let's play, next on the Extra Point.

The game is called "What If?" and we lead with those words, attaching ideas and maybe random thoughts to it, and see what we come up with?

What If...Ray Gibson and Joe Cruz switch places for one day. Joe talks and Ray produces the show. Hey, what if?

What If...you went to work today and moved all the desks or workstations around, so nobody was in the same place as yesterday?

If you weren't looking at the same walls in the same way, could that provide a creative spark?

What if...we all taught each other some key elements of our jobs?

Cross-training could enhance understanding and foster improved teamwork. If I know more about what you do and what you go through — and you know the same about me — maybe that will help us both in the long run.

What if...we held a "no meeting" day? Nobody takes a meeting, inside, outside, or any way, shape or form?

Could we use the time to focus on deep work and maybe some innovative thinking without interruptions? Do you dare?

What if...we implemented a 100% mentorship program, where everybody teaches somebody something?

We list the things we know and can do well, and then match up to a person who would like to learn. From the longest tenure to the newest hire, everyone becomes a mentor.

What if... What if we explored sharing the

leadership role for our team projects, giving more people a chance to grow?

Allowing different team members to lead could enhance skills and build a sense of ownership.

What if...we took substantial to share and analyze our failures, developing lessons from what we learn, and we create a place where employees can examine them.

Wait, you want us to put all of our shortcomings out for display? I'm saying it's time to stop hiding them and start teaching from them.

Organizations only want to give air to their wins and accomplishments. We don't want to talk about those "other" times. This makes workers fear failure, and they shouldn't. Failure, handled correctly, can bring growth. From growth can come your biggest wins. Think about it.

What if...we offered every employee four hours per pay period, eight hours a month, for them to do volunteer work in the community?

There are a ton of organizations in Guam that can use help. Somebody who needs help gets it, your team member feels great doing it, and it makes your company look great.

What if...your whole team got together once a month and just had fun with each other?

If yours is a 24/7 operation, you won't get everybody out, but maybe those who can't attend this time will be included next time.

What if...we all sat down and made up a long, long list of "What ifs", then voted on all of them, deciding which to pursue?

The words "what if" is a door opener to our creative side. It's an invitation to dream a little and to come up with new ideas.

Will all of the ideas be total winners? No, but that's not the goal. (Con't.)

The key here is total participation. You want to get everybody involved. Nobody's ideas get trashed. You toss everything into the mix and start to brainstorm.

Whatever you get out of it the first time, toss some food out and celebrate. Rinse and repeat. Keep doing this and you'll start to build a culture of innovation.

When you walk in the door at work today, stand in the middle of the room, look around at everybody, and say... "What if?"

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

