

THE EXTRA POINT

BY JERRY ROBERTS



1740 What Got You Here Won't Get You There

Have you ever worked with someone who had great success, achieving lofty goals, and it looked like there was no limit to what they could accomplish. However, after hitting their high marks, their growth flattened out. They still did the same things that had led to their success, but did not enjoy the same degree of victory. Why not? I'm Jerry Roberts, and we'll talk about that, next on The Extra Point.

You may have heard the phrase "What got you here won't get you there". Essentially, it's saying that the level of effort you made to reach a certain level of performance will not be enough to get you to the next level.

It's saying that whatever gear you've been operating in, won't be the gear needed to propel you forward. That whatever talents and skills you have now, you're going to need more and better to hit your next target.

This concept, popularized by leadership guru Marshall Goldsmith, highlights the importance of evolving our skills, mindset, and strategies to reach new heights.

In today's competitive world where changes come at blinding speed, many individuals find themselves at a crossroads in their careers. They have past successes to show for the time and effort they've put into their work, but they turn around and see that their level of skill is behind the curve in their industry.

Maybe they pause to think, "If I had to compete for the job I have today, how would I stack up against newcomers who may have had more advanced training?" And for many people, the additional thought is there of how AI will impact their job in the near future.

The very skills and habits that once led to promotions and regular praise can limit further advancement if they are not reevaluated and adjusted.

This principle is not only applicable to personal careers but also to organizations that

want to remain relevant in their markets.

Consider a successful executive who has climbed the corporate ladder through hard work and determination. While these qualities are commendable, they may also lead to complacency. It's only human nature to take your foot off the accelerator, figuring that you've "made it." You can relax a little.

If this leader continues to rely solely on previous strategies without embracing new ideas or perspectives, they risk stagnation. Further, that attitude will likely spread throughout their organization. The feeling is that the past achievements will be all the momentum they need to hit future goals.

One day, perhaps far sooner than they ever thought possible, competitors who were once seen as being well behind in the rearview mirror, will be passing them.

To navigate the transition from "here" to "there," it's crucial to cultivate a growth mindset. This involves being open to feedback, willing to learn from mistakes, and eager to embrace change. Leaders should seek mentorship and engage in their own professional development to enhance their skills and broaden their horizons. It has to start with them.

In 30 years of training in Guam, I can tell you that the level of participation from senior leaders and business owners is shockingly low. The reasons for that? Here's what I've been told.

1. I'm too busy
2. If I'm in the room, people won't express themselves freely. They'll feel intimidated.

Let me answer those two with another two.

1. Your people know you're busy. Imagine how they'll feel when you come in for the same training they're taking. Do you think that will send a message of how important you think it is? (Con't.)

2. Maybe if you share a learning experience with them, they'll see you in a less intimidating light. In my experience, in the relatively few times it has happened, people love having the boss with them.

Here's a bonus.

3. You get a chance to hear how they express themselves, and you learn how they think. I've had leaders tell me that this alone was worth many times whatever they paid.

The journey from where you are to where you want to be requires more than just hard work; it demands a willingness to change and evolve. This applies to everyone. To me. To you.

Wherever our "there" is, that's how we'll reach it.

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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