

FOCUSED FEATURES

Setting Your Employees Up To Succeed

If you have made a bad selection with a particular employee and you do not trust their basic skills or judgment, they do not belong in your company. In the words of Jack Daly “hire slow, fire fast.” Get the “duds” off your payroll and concentrate on your team members with talent and tenacity. Move the cultural dial from “employees” to “team members.”

Have you ever said or thought “It’s just easier to do the work myself.” “No one ever does it the way I want it done.” This may be true today, but **is it possible** to create an environment or culture where your team members outperform themselves? The answer is a **YES!**

Try these steps for building stronger leadership skills in every member of your team, and watch the unnecessary reliance on you diminish –

- Take the “fear of failure” out of your company’s mindset immediately. Failure is part of learning and success. Abe Lincoln experienced at least 14 failures before achieving 16 major accomplishments. Most roads to success are not paved with gold and diamonds.
- Identify your goals and expectations, and clearly articulate them to your team members.
- Involve your team members when identifying their accountability to the goals.
- Provide training, coaching and mentoring to all team members regardless of their position or tenure with the company. Utilize the skills of the team members to provide training to each other – “brown bags,” “lunch & learn,” Friday afternoon chat - whatever you want to call it, it will work well on multiple levels.
- Engage your team members. Solicit their opinions. Listen and **hear** what they have to say. Let them make decisions.
- Acknowledge and learn from mistakes and failures.
- Measure and celebrate successes.
- Personally recognize your team members for their value in your company.



If you want things to change and improve in your company, you have to be willing to take steps to foster the change and improvements. Albert Einstein said it best

“Insanity: doing the same thing over and over again and expecting different results.”