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PROFESSIONAL COACHING

maximise your business : achieve your prosperity

Monthly Maximise

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Welcome to Monthly Maximise. This edition is focussed on Maximising your TEAM. The cliché that Together Everyone Achieves More can be seen in every successful business, sports teams, non for profit groups, and other associations.

Last month we shared the concept of discovering and playing to your Unique Ability. This month we extend that idea to your Team. What will life be like in your business when everyone is not just turning up to work, they're excited about it?

Have you ever noticed in top sports teams that the Coach doesn't spend lots of time or energy coming up with fancy ways or ideas to motivate his players to do their job? Have you noticed the coach doesn't have to try and influence his players to do something they might not like? For example a rugby player, kicking the goals, or a goal shooter shooting the hoops?

The reason is this. When people are doing what they enjoy and when people are doing what they love it's not a chore and it's not work. Sure there will be times that they won't enjoy the outcome or Result, but that's the same with anything. The difference is they enjoyed DOING the activity in the first place and didn't need to be motivated to do so.

How much time and energy would you have to work on and do things that Inspire you when your Team is working and doing things that Inspire them also? It's a no brainer that having the Right people doing the Right Things Right at the Right Time is the key.

The Unique Ability Checklist

- It's something that Inspires you and those around you
- It's something you never get bored doing
- You get better at it every-time you do it
- It's something you Excel at
- It Pay's you handsomely

Click here for an example of the Right People doing the Right things at the Right time Right

<http://www.powerofteamworkmovie.com/>

Maximise your Results by developing a High Performance Team

Time and money spent on promoting group trust and rapport is not only a good business practice - it's a profitable investment.

Teamwork ensures your people aren't duplicating efforts - which costs you money.

Even more importantly, teamwork creates "**MOMENTUM**", and momentum is the "premium fuel" that propels any individual, team, or company - to new and greater levels of success.

Did you know that the number one reason employees voluntarily leave their jobs to pursue other outside employment is **indifference**?

Employees who are indifferent do not feel a sense of teamwork in their workplace, nor do they feel appreciated or valued by their team leader.

Clearly, any leader who communicates or displays "indifference" toward a team member (whether verbally or otherwise) is not a true leader.

Remember, your team is a reflection of YOU.

Are your team members happy? Do they show up for work with a purpose of adding value to the team and to the company? Would they recommend others to apply for a position on your team? Do they feel a sense of fulfillment in their daily work environment?

These are questions every leader must continually assess.

Hopefully, your team members would answer yes to all of the above. But you need to know for sure because you simply can't afford to lose any good team members.

The costs involved in retaining a good employee pales in comparison to what it costs to hire and train a new team member. Not to mention the lost sales you realize while going through the transition.

All of us have a basic need to be appreciated and valued as a person - not just for getting the sale or doing a great job.

It's the simple everyday things that promote a strong sense of teamwork.

- Showing your appreciation for a job well done.
- Being consistent and fair.
- Rewarding and recognizing improvement.
- Encouraging team members to maintain balance in their lives.
- Taking an interest in their personal well-being.
- Providing opportunities for best practice sharing and personal development.

Whilst it's important to retain your team members this shouldn't be confused with putting up with those that don't fit. Having people in the Team that don't fit or aren't aligned to the companies values, mission or purpose can be just as costly.

Leadership Lessons from Geese

Fact 1: As each goose flaps its wings it creates an “uplift” for the birds that follow. By flying in a “V” formation, the whole flock adds 71% greater flying range than if each bird flew alone.

Lesson: People who share a common direction and sense of community can get where they are going quicker and easier because they are traveling on the thrust of one another.

Fact 2: When a goose falls out of formation, it suddenly feels the drag and resistance of flying alone. It quickly moves back into formation to take advantage of the lifting power of the bird immediately in front of it.

Lesson: If we have as much sense as a goose we stay in formation with those headed where we want to go. We are willing to accept their help and give our help to others.

Fact 3: When the lead goose tires, it rotates back into the formation and another goose flies to the point position.

Lesson: It pays to take turns doing the hard tasks and sharing leadership. As with geese, people are interdependent on each other’s skills, capabilities and unique arrangements of gifts, talents or resources.

Fact 4: The geese flying in formation honk to encourage those up front to keep up their speed.

Lesson: We need to make sure honking is encouraging. In groups where there is encouragement the production is much greater. The power of encouragement (to stand by one’s heart or core values and encourage the heart and core of others) is the quality of honking we seek.

Fact 5: When a goose gets sick, wounded, or shot down, two geese drop out of formation and follow it down to help and protect it. They stay with it until it dies or is able to fly again. Then, they launch out with another formation or catch up with the flock.

Lesson: If we have as much sense as geese, we will stand by each other

