

WHAT IS WRONG WITH MY TEAM!!!

They are stuck and don't "*get it*"



emerge

Optimize

Developing Leaders and Building Extraordinary Teams

First of all,

Congratulations! You made a bold statement, and you meant it! This awareness is exactly what you need to release that energy and move forward! If it feels like your team is sucking the life out of you? Again, congratulations, because this is your opportunity for change.

Ponder these statements for yourself:

1. What effects does this drain have on me?
2. How long can I continue?
3. Most importantly, what is this costing me physically, mentally, and emotionally?

As you count the cost for yourself, what are you going to do about it???? How ready are you to do something about it?

Truth is, you can continue in your daily grind and be a victim. This means you will be doing one or more of the following: whine, blame, spread gossip, procrastinate, work in crisis mode, take everything personally and even sabotage your team - How does that sound? How will that support you and the team?

Take a deep breath and stay right here, did you think it through? Ponder and get really clear, BECAUSE: The time has come to decide.

Do you want to:

STAY STUCK in the YUCK and have the life continually sucked out of you with a team that doesn't get it?

Or MOVE FORWARD AND GROW?

THE CHOICE IS YOURS!

Read further if you have decided to GROW!!!!

So, you decided to GROW FORWARD! Congratulations on taking the first step.

Let's get started:

Ask yourself, How often do I say or think...

1. "My team doesn't get the big picture; they don't see the vision."
2. "My team is poorly trained."
3. "I'm tired of all the problems and no solutions."
4. "My team doesn't get what I am trying to achieve with them."
5. "I'm so tired of fixing \$#!t!!"

Have you ever said these things to yourself, a confidant, peer, or friend?

Well, here is some bad news, but... don't worry, there is good news too! The bad news is, that you are the LEADER... and you are ultimately responsible for the team. In fact, the more you complain about the team, the more that statement becomes about yourself as their leader.

Did you get what I just said? **IF YOUR TEAM IS STUCK, THEN YOU ARE STUCK AS A LEADER.** Your team is a direct reflection of you and your leadership of them. In other words, IF you do not like what you are seeing from your team, there is only one place to look – YOURSELF. Ask yourself, "What within my leadership is telling them it's "ok" and gives permission to act the way they do?"

The good news: You can consciously *choose* to do something about your team that drains you.

So, let's take a look at some basic Leadership facts....

FACT ONE



IF YOU DO NOT LEAD... THEY DON'T HAVE TO AND WON'T

We believe everyone is a leader no matter what their name tag says— and leaders model Leadership in everything they do. Leaders not only get the message, **LEADERS ARE THE MESSAGE.**

Example:

You are walking down the hallway at work and notice trash on the floor...
what do you do?

1. Walk by it.
2. Walk by it with aggravation and wait to see if someone will pick it up.
3. Stop, pick it up, and place it in the trash bin without thought or connection for where it came from.
4. Ask or call someone to pick it up.
5. Stop, pick it up and place it in the trash bin with a slight frustration for how it got left there

Which of the above did you choose??? If you chose 3. Awesome! A Leader must be willing to show up and **BE** part of the team, whether working side by side with the team or modeling to the team. There is no mediocrity in excellence. The influence you show as a Leader, willing to pick up a piece of trash with no blame, judgment, nor connection to “how” it got there, builds **RESPECT!** **Be the Message** of Leading wherever you are and wherever you go!

STEP 1

STEP 2



FACT TWO

2

LEADERSHIP IS A JOURNEY.

Leaders must stay on track. The quality of the journey takes preparation, planning, and practice. They must know how to take action, hold team members accountable, and follow up consistently. Leaders know where the company is going, what the vision is, and the purpose of its mission. They know their role and expectations and they understand WHAT the strategic plan for the organization is and that of their team. The initiatives given to them become the building blocks for their future success.

Example:

You just leave an executive meeting where a five-year, three-year, and one-year strategic plan was discussed and agreed upon. Your next step is?

1. Walk out of the meeting and hand the documents/notes to your assistant to type up and disperse.
2. Before the meeting is finished, you actively ensure someone is in charge and responsible for getting everything typed up and distributed in enough time to have it back for review before the next meeting. You do this because you already know you do not have time yourself. Besides, there is an ego of confidence because the plan is not complicated, nor anything more than what you would hit naturally, so the sense of opportunity is a bit softened and worry-free. – Bottom line, the plan is not a stretch but comfy and easy.
3. Go back to your desk, pull out your planner, and schedule “white time” to implement a plan to have you and your team fully on board.
4. Go back to your office and throw the notes on your desk without any plans to implement them in the future.
5. Go back to your office and throw the notes on your desk with the full intention to get back to it and finalize the plan. The only thing that blocks you is that you must find the time between your other meetings, so you decide you will wait until your schedule is a bit clearer so you can devote time to the plan.

STEP 1

STEP 2

Which of the above did you choose??? If you chose 3, congratulations!





- **Growing Leaders** unashamedly know how to “ask” for what they want and need.
- **Growing Leaders** make Self-Care non-negotiable.
- **Growing Leaders** choose to take action bravely.
- **Growing Leaders** manage their energy and the energy of their team.
- **Growing Leaders** raise and grow more Growing Leaders.
- **Growing Leaders** surround themselves with more Growing Leaders and Heroes.

So, What will it be?

STUCK or SENSATIONAL?????

WHERE DO YOU WANT TO LEAD FROM?

Leadership will not add enough value if it only comes from the top. It must come from the very guts of the business itself to make a meaningful and enduring difference. As a leader, there is nothing stopping you if you are truly committed to success.

*“When you make a friend, you
build a relationship;
when you build relationships,
you build business.”*

Relationships are at the heart of everything you do and are crucial to you and your team’s success. Interpersonal skills separate mediocre leaders from the Great Influential Leaders who know their roles, love their life, and lead others to do the same.

How ready are you to move from having the life sucked out of you to Sensational?

We help Leaders uncover the covers to what is blocking success!





Freedom means the
opportunity to be
what we never
thought we would be.

DANIEL J. BOORSTIN

