

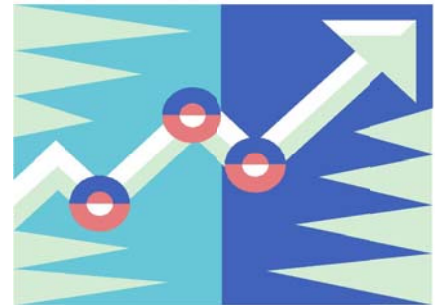


3 Things Leaders Do

Dear Small Business Owner:

I attended a Leadership Conference recently and was reminded how critical it is for leaders to be deliberate about how they lead. Here are 3 things that were stressed:

- 1. Leaders Move People from "Here" to "There"** - No organization can afford to stay the same year after year. So, leaders must get their employees to make progress, learn new things, and deliver better results. You start by having the vision and convey to the team the vision of how great being "there" would be, how it would look, how they would benefit from being better. You have to crank up the enthusiasm for getting "there."



Then you also have to make staying "here" sound awful. Many folks would rather stay in the condition they're in than try something new. But, you don't want to continue to make the mistakes that have been made. You want to reduce customer complaints. You know a better way. The leader must motivate employees to not want to stay "here."

- 2. Leaders Assemble Fantastic Teams** - How do make sure you're hiring the best people for your organization? There are 3 main things to look for:

- Do they have strong character - the values you want in your company?
- Are they competent with the skills needed to get the job done?
- Does the chemistry work? Will they get along with you, the rest of the team and your work environment?



Once they are on-board, they need to know how they're doing. Feedback every 90 days is critical.

3 Things Leaders Do

3. Leaders Set Milestones and Celebrate - It is easy to be fired up about starting a project. It's easy to celebrate when the project is done. What happens in the middle of the project? This is when it gets tough. Celebrate the small victories in-between starting and stopping a project. Keep your people inspired to perform at the same level the whole way through the task. Create a way to give the team a sense of hope that they can complete the project well even when it gets tough. Have a 50% done party!



These are not easy things to implement all at once. They take building them into the regular framework of how you lead. They can be learned. Just take one and try it and see the smiles on your people's faces. See it as a privilege to lead people and help them grow.

Sincerely,

Lynda Hess, Business Coach

email: lhess@alphabizcoaching.com

phone: 703-738-4634

web: <http://www.AlphaBizCoaching.com>