

The Elements of You **by Brenda Staab**

(This is the ninth article in a 12-part series on Achieving Peak Performance.)

In the last two articles, we discussed the first two steps for creating a championship team:

1. *Understand the team members' natural strengths and challenges.*
2. *Design your team with a healthy mix of the elements.*

This month we'll focus on the third step as we continue our discussion of the Path Elements Profile (PEP)[™] by Laurie Beth Jones, best-selling author of *The Four Elements of Success*, *Jesus CEO* and *The Path*.

Does your team have a culture where goals and feedback are built into the structure? Does every individual on your team know the mission of your organization?

You may agree that it is easier to achieve a goal if you have set one in the first place! In order for team members to be most effective in their roles, they must know what it is they are working toward. A well thought out and well-communicated mission statement tells team members exactly what it is they are working toward.

The Walt Disney Company, for example, has a simple one-line mission statement that is easy for its employees to remember and implement. It is, simply, "To make people happy." The company has done an excellent job of communicating to its team members what exactly it is they are to go out and do each day.

Next, does your organization have a system for providing feedback to team members on a regular basis? I'm not speaking of an annual review, but a systematic process for letting the team members know how they are performing on a more frequent basis.

Throughout my sales career, I had the good fortune of working with excellent managers. I consider my best manager to be the one that helped me be successful by offering feedback on a regular basis. My manager, Jim, blocked out 15 minutes on his calendar every Friday morning to have a one-on-one meeting with me. During this short but productive meeting we would discuss any questions I had or any problems I needed help solving. Additionally, we would discuss what was going well that week and which areas I needed to improve upon. Lastly, we would discuss where I stood in terms of my monthly sales goal. Of course, if I needed Jim's help at a different time during the week, I could still drop by his office and have a quick impromptu meeting. I found, however, that most of my questions could wait until Friday; and so I kept a running list so that our meeting together was as productive as possible. You know what? Under Jim's leadership, I met my sales goal every single month.

Thus we arrive at step number three for creating a championship team: *Communicate!*

By communicating goals and providing feedback on a regular basis, we are setting up our team members for success.

Over the course of the past three articles, we have learned that teamwork can mean absolutely everything to the success of an organization. To sum up the importance of teamwork using our sports analogy, I leave you with this quote:

“Michael, if you can't pass, you can't play.”

- University of North Carolina Head Coach Dean Smith to Michael Jordan in his freshman year

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About Brenda Staab and Mountain Peak Sales Training™

If you manage or are a part of any type of team, you understand the importance of successful working relationships. Brenda Staab, sales consultant, trainer and coach, provides customized sales training and team building to help organizations create an exciting, motivating environment that transforms groups into high-energy, vibrant and successful teams.

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