



Improving Execution

Kick them out of the meeting!

How often do you have a meeting and someone who was supposed to have an action item completed doesn't? Then what happens? Typically, they are asked to complete it by the next meeting.

Now, what does this say to everyone else at the meeting? It says you can come to a meeting unprepared. You have just weakened accountability in your business. So what can you do?

How about asking this person to go back to their office and use the time that they would otherwise be sitting in this meeting and work on completing their task? This would state that showing up for a meeting unprepared is unacceptable! Try this and see how accountability and results improve in your business.

Right People Right Seats

Babe Ruth was Right!

The sports world provides interesting analogies for the business world, especially about teamwork. Too often we focus on the super stars of our favorite sport and not on the team as a whole. Sometimes we find ourselves focusing only on our best talent, the rainmaker, the tech guru or our financial star. But individual talent alone can't do the job. It takes teamwork!

Babe Ruth said, "The way a team plays as a whole determines its success, you may have the greatest bunch of individual stars in the world, but if they don't play together, the club won't be worth a dime."

In order to win in business you need to have the right people in the right seats working on what is most critical to the company. But equally important is to make sure that your whole team is pulling together...that they are focused and aligned on the same goals...the goals that will help you grow your business. To find out if your team is aligned, ask each person to tell you the top three goals of the company in priority sequence. If, and when, the goals are not the same, get the team in a room and define, agree to and buy in to the prioritization. Now you'll have an aligned team!

Planning

When Warren speaks, people listen!

In his annual letter to the Berkshire Hathaway shareholders, Warren Buffett begins his comments with this statement: "From the beginning Charlie and I have believed in a rational and unbending standard for measuring what we have – or have not – accomplished. That keeps us from the temptation of seeing where the arrow of performance lands and then painting the bull's eye around it."

This brief statement holds several nuggets for us to remember in our planning:

- * Have a plan.
- * Have specific, measurable goals that serve as the target
- * Make sure the plan is relevant and meaningful to all those executing it.
- * Avoid the temptation to unnecessarily move the targets to rationalize poor performance
- * Understand what caused us to be successful or not.

REMEMBER: It is never too late to start!