

Do You Have the Right Team?

The best strategies and plans can never be successful unless you have the right people, leadership, teamwork and organizational structure. Many times, I've seen important initiatives doomed to failure from the beginning because the requisite skills or leadership was lacking.

Periodically, ask yourself if you have the right players on your team. Assessing people, leadership, teamwork and organizational effectiveness is a large and complicated topic so let's break this down into some actionable and manageable pieces.

3 steps to get the right team

1. Assess individual and team performance
2. Define gaps in individual performance, leadership and teamwork
3. Fill gaps quickly

Every 6 months, successful CEOs lead their organizations through a thoughtful and comprehensive exercise to evaluate their people, leadership, teamwork and organization structure.

1. Assess individual and team performance

After assessing how your business is performing, consider how the team member skills, leadership and their collective teamwork affected each of your key initiatives. Objectively assess how each of your leadership team is performing and the quality of the leadership they are providing to their teams. It's very important to understand if shortfalls are due to inadequate resource levels or poor performance. Sometimes initiatives are seriously under-resourced so even high performers stand little chance of success. However, sometimes the resources are sufficient but shortcomings in personal performance, teamwork or poor leadership produce poor results.

2. Define gaps in individual performance, leadership or teamwork

Where performance is not meeting expectations, carefully define what is missing. What were the results vs. what you expected. What specific skill, experience, industry knowledge, leadership trait is missing in each individual. It's always easy to blame the person. If they had worked harder or smarter, things would be different. Sometimes, it turns out to be simply a lack of skills and or experience.

3. Fill skill gaps steps quickly

After you have identified any skills or leadership gaps, rapidly fill those gaps. Gaps can be filled via education, coaching or outside resources and support. As a last resort, replace people with the correct skills and leadership qualities. The biggest mistake I've seen made is to delay doing anything hoping that by working a little harder or smarter, the job would get done.

Staff for Success

Only execution and commitment coupled with the right organizational capabilities and proper staffing levels produce results. If the initiative is really that important, staff it for success or consider redeploying your valuable resources to other initiatives. It is usually futile to try to successfully implement an initiative with inadequate skills and leadership.