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REALITY CHECK

A friend was on a probationary period hoping to convert to a full-time position. After five weeks, management pulled the plug. The justification given was the lack of a certain computer skill. This reason did not resonate with her. So she did the normal thing and came to her own conclusion about why she was let go. My reaction to her reasoning was, “wow that’s quite the stretch.” But without other input her conclusion was completely logical to her.

We all have our own self perceptions. If you are anything like me, I think I do a bang up job. The rest of the world may have a different perception, as we all have our quirks and challenges. The unspoken disconnect between self perception and reality can be a real problem for a team. In her case, it was a short five week run. More often than not, this can turn into a multi-year scenario.

Successful execution requires a highly productive team. When we have people playing out of position or if there are large gaps in their ability to perform the job the team’s performance will suffer. I find dealing with these types of issues to be the most difficult. Wouldn’t it be wonderful if everyone was the Michael Jordon of their space and delivered beyond our wildest expectations?

So how do we manage this gap? I put this problem to my team for their thoughts:

Relationship: This does not mean best friend, but an understanding of the individual. What are their personal perceptions? When do they really feel empowered and when do they feel inadequate? It is the opportunity for them

If you would like more information on any of the topics discussed in this article, please contact:

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to be heard and understood creating the foundation to speak to them in a powerful way when necessary.

Metrics: If you want something done, measure it. Sometimes having good measurement is easy and sometimes it is difficult. But with minimal effort both parties should be able to come to some common language.

Ongoing conversation: One can never communicate enough. In today's world, where we are all running 100mph, these one-on-one conversations tend to fall by the wayside. Bottom line, we need to make it a priority.

Praise: Nothing like a little positive reinforcement. Praise in public and coach in private.

The team is the horsepower that drives performance. How would an increase of 20% in team performance impact your project or business results?

One of the key aspects of the Project Definition Developer focuses specifically on this aspect of project execution. We work in alliance with David Isaacs of PI Management Associates on team and individual assessments. For more information, give us a call. We would love to help.
