

DTD Episode 82 Show Notes

Are you Blowing out the Flame?

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Recently I was meeting with the COO for a client company to discuss some issues I had identified. The company had a stated desire to improve productivity numbers and yet the manager charged with the responsibility had been unable to generate improvement. Why? Because his boss wanted to approve any changes in the department prior to implementation. Okay, a bit micro-managy potentially.

The bigger problem, however, every time the manager shared a recommendation the boss said, "Sounds good, we'll talk about it." And then there was NEVER time to "talk about it."

This manager was beyond frustrated to say the least!

Ummmmm.....if you want to insert yourself into the process as a leader you have to make the time to make things happen. You must create the foundation to support your constant involvement. You can't have it both ways. The boss was a brake system. Nothing was moving forward.

As I shared the situation with the COO I got the visual and shared, "You're telling him you want the water to boil but his boss is blowing out the flame!"

Accountability with no opportunity is one of the worst positions to be in as a leader. This company has a passionate loyal manager with the knowledge and desire to do a great job but his hands are tied. And he's getting the double whammy affect, the frustration of not getting to implement the ideas he has and the hand slap of not meeting his prescribed objectives.

It's not a novel problem. I have seen it many, many times. So, today I ask you to consider, where are you stopping the forward momentum of fired up employees? Where have you given your team specific objectives but put on the brakes before they could make any change?

Where are YOU blowing out the flame?

Where must you remove yourself from the process to ignite forward momentum? A key to great leadership is to become a resource that allows others to succeed.

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