

Turbo Leadership Systems™

The **TURBO** **Charger**

Phone: (503) 625-1867 • Fax: (503) 625-2699 • email: admin@turboleadershipsystems.com

Issue 68

To our clients and friends

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Getting Back on Budget!



Larry W. Dennis, Sr.
President,
Turbo Leadership
Systems©

*Set the goal and
ask the team how
you can help them
reach it.*

Dave, district manager for a major whole-sale food distributor, told Session 7B of the Leadership Development Lab:

“For the past several months my district has been nothing but hit and miss when it comes to being on plan. Only one person in my district is on plan for the year to date. When we received our red dots and were challenged to apply five times more enthusiasm, commitment in action, to some important area of our lives and work, I knew immediately where I needed to put my attention. I needed to focus my renewed commitment on getting my district on plan. My goal was to get five out of my seven associates on plan before the 10th session of the Leadership Development Lab.

The year has been unique with the complications of consolidating territories, September 11th, and the expiration of annual contracts that did not renew. All of these extraordinary circumstances combined have resulted in setbacks to our original plans for achieving our district goals. The first thing I needed to do was refocus myself back to my original plan, then take my refocused plan back to my district. After reviewing the plan at our district meeting, we had our first brainstorming session to generate as many ideas as we could come up with that would help us get back on plan and stay there! I asked my associates for all of their ideas, no matter how out-of-the-box they might be. I

told them that we needed some wild, unconventional ideas. I told them that I needed their help to break out of our patterns that were fast becoming lackluster routines. They came up with a great list of ideas that they are excited about implementing. Now my job is to keep the information flowing on what is happening, results that are being achieved, celebrate the successes we are having, and minimize the problems that occur.

I am happy to report that we now have four of my seven sales associates on plan. I am confident that by week ten, I will have five sales associates on plan.

The lesson I learned from this experience is that in order to lead, I first have to be laser-focused myself. My team does take my lead and are willing to step up to the challenge when my focus is clear and my commitment is felt.

The action I call you to take is narrow your focus to the major goal you must achieve, and the “vital few” actions you and your team must take to achieve that goal. Then just get started, don’t let all the little obstacles, distracters get in your way.

The benefit you will gain is the strongest team you have ever had and a deep sense of pride that comes from hard-fought accomplishments.”

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