

# Turbo Leadership Systems™

# The **TURBO** **Charger**

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To our clients and friends

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## Fast Start



Larry W. Dennis, Sr.  
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*You both  
win when  
you build  
the  
confidence  
of a new  
employee*

Dale, controls division manager for a large construction company in eastern Washington told Session 9 of the Leadership Development LAB:




“Two weeks ago, between week 8 and 9 of the Leadership Development Lab™ (LDL), we had a new employee, an engineering technician, hired on to our crew. He had been hired to help with our efficiency and to provide needed technical assistance. We were behind on developing our client O & M (operation and maintenance) manuals. I decided working on our client’s operation and maintenance manuals would be a great way to both get the manuals up-to-date and help him start learning our unique processes. I began his training with a review of our entire job process, starting with estimating, submitting to engineering, and on down through operations, and finally a client operation manuals. I went on to review with him one of our completed client operations and training manuals. This way he could see my vision of the finished product. I then had him go back over the entire process step-by-step with me. He was a little overwhelmed but picked up pretty well on the overview of the process. I turned him loose by having him start working on a new Operation and Training Manual for a project that is in its final phase. He stayed with it and although it took a little longer than either of us had thought it would take, the job is done, and he now seems to have a good grasp on our entire process.

“The lesson I learned from this experience is when I take the proper time training new

employees, they will outperform usual, normal past levels of expected performance. The action I call you to take is to invest in the training time needed in new and existing employees. The benefit you will gain is you will have added an appreciating asset to your division and company, and you will feel better about yourself. Your firm will be more productive and profitable!”

How do people feel when you hire or promote them into a new job? There is a predictable range of emotions. It doesn’t matter whether you are hiring them to sweep the floor or promoting them to CEO – they are excited and scared. These emotions may be at opposite ends of the emotional spectrum, and yet they are the same feeling - excitement. What do these new hires want? They want to be successful! They naturally want to know how to be successful. First of all they want a clear understanding of what success looks like in their new role. They need training, reassurance, encouragement and direction. In fact, direction and training is encouraging. Most turnover occurs in the first 90 days. Strengthen your training and on-boarding practices and you will go a long way toward improving productivity, teamwork and profits. This is your path to longterm productive relationships, exhilarating improvements and success.

### Get Involved!

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## ANNOUNCING TURBO’S

**Leadership Development  
Lab (LDL)**

~ OPEN YAKIMA CLASS ~ SEPTEMBER 16, 2010 ~

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