



DO BUSINESS FASTER™

## **Jim's Profit Accelerator 195 Management Teams That Win**

It's easy to start a management team, but it takes sustained finesse to build a team that excels through the clatter and struggle of daily business. Here are some of the secrets of successful MT leaders. None are new, but few are applied consistently:

1. The best leaders commit not just to reaching company goals, but to building a winning management team in the bargain. In the beginning it's less work to just meet the goals, but in the long pull the strong team will justify the investment to build it.
2. Simple as it sounds, success requires the leader to commit personally to making the team successful. The best commit both their intellect and their sensitivities to the people on their team in both their roles; team member and department leader.
3. The obvious need for collective goals and regular power-sharing isn't always obvious. What makes it hard is that success requires the CEO to give personal power to folks in the group, and to the group itself.

A client crafted his department leaders into a team that proudly doubled company profitability to an expanding customer base. They not only tracked key numbers weekly, but intentionally learned enough about each other's departments to step in and help at peak workload times.

**SPEED BUMP:** Team success requires giving up some personal goals.

4. Unless the rule is to question the data behind opinions or proposals, the group will wait to be told what to do.
5. Embracing what a management team can do is more work for the CEO than just driving the business. Telling folks what to do is easier than helping them to apply their strengths to the business problem in front of them.
6. A management team requires a conductor who's willing to let everyone play their part, with the skill to maintain collective pace and focus. It's like 10 special initiative teams in one, with a cacophony of topics and opinions about best paths to success. Each member brings his perspective and his department problems to the session, believing that his problems are most important. It's easy to ask *what does the business need?* but it's not so easy to push away all but the most critical activities in the interest of forward motion.

**SPEED BUMP:** How do you keep your team focused on company priorities?

7. The flooding inbox problem is multiplied into the management team meeting; it is not diluted. Success requires a system of choosing priorities both in the moment and toward future success. Meeting future goals requires ignoring or band-aiding many immediate problems that seem to cry for quick solution.
8. Team building is popular because it seems easy, but its results are limited, and aren't a substitute for leadership of the team and individual commitment to hard group goals. Fuzzy goals, or goals that live in the leader's head, won't cut it.

**SPEED BUMP:** Winning teams are built by working together; team building is frosting.

9. A few simple measures of company performance, available weekly, provide early indicators of success and obstacles. Their power doubles if they are reviewed by the team every week.

For more information on how you can accelerate revenues and profits in your business, please call or email me.

A note on **SPEED BUMPS:** Use them to click quickly with an idea that can immediately be implemented in your life as a business leader. Think: "How can I use this today?" or "Who can use this?"

For more information, visit [www.grewco.com](http://www.grewco.com).

Jim Grew, the Business Defogger and Accelerator, helps leaders discover hidden opportunities within their businesses and exploit them for dramatic results. Jim has led 9 businesses, worked in 31 companies at C-level, and is an expert in strategy and executive leadership. He presents regularly to industry groups, mentors business leaders, and shares insights in his Executive Letter (above). Jim holds BA and MBA degrees from Stanford University. In his new book, *The Other Side of Succession*, he shares how to plan for the future by growing your business now.

©Jim Grew 2018. All Rights Reserved. *Do Business Faster*