

## What Do They Need From You Right Now

### How To Make This A Year Of Accomplishment

The New Year brings new opportunities, and possibly, a new perspective. What are your leadership objectives for this New Year? And perhaps more importantly, what has to happen to inspire, align, and empower those in your sphere of influence to collaborate in the actualization of those goals?

The most pressing issue for leaders in the New Year, beyond clarity of vision, is to ensure all associates understand their individual strengths and opportunities for improvement. Failing to discuss and define where each member falls on the continuum of competence is a surefire way to distract team members and to disable the team as a whole.

It has been 365 days since this point last year. Is your team actually a year more skilled, knowledgeable and wise or are they simply a year older? As my dear dad once reminded me, some people have 25 years of experience, but some people who have the same experience for 25 years. Presuming you aren't thunderstruck by your team's development, you must provide them solutions.

As a leader, you are a facilitator of results. Your associates trust you to properly align all available resources - people included - to most expediently meet organizational objectives. This simply can't be achieved in a vacuum or in a silo. You, the leader, can't merely hope that the level of competence will somehow miraculously improve or enhance without you proactively addressing the skill or behavioral deficiencies.

There is no question that the actualization of your organizational goals hinges on you giving your direct reports a fair, accurate, and objective assessment of their current skill sets. To do so, and to do it immediately, would help this be a new year marked by accomplishment instead of alibis and apologies.

**Leadership Lesson:** Associates who are misinformed about their actual level of competence will be deluded in their perspective regarding the level of value they bring to the team and the organization.

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