



April 30, 2016

Building a high performance team



Every business owner has the same problems no matter what the industry is – it's either Time, Team or Money. This month we focus on building a high performance team.

Do you have an A grade team? Do your team work to the best of their abilities? Do you do all that you can to help and assist your team?

You're not building a team for today; you're building a team for the future. With this in mind, you must ask yourself the following two questions about each member of your staff:

- Would you enthusiastically re-hire that person if you had the opportunity?
- Do you think that person has the potential to be the best person in their position in three to five years from now? Think about where your business will be in three to five years. Does that person fit your plan? Will they be the best person at exactly what you need them to be doing? You can't get to where you're going in three to five years and then have to start building again because you didn't arrive with the right people.

If you answered *no* to either of these questions, you have to think long and hard about why that person is still with you. I regularly see business owners struggle with making decisions about removing staff. Too often workers are left in place because the boss can't find the courage to get rid of them, or they think they'll get better despite all evidence to the contrary, or they are just not sure they can find somebody else better.

The people you have coming with you are critical. You don't have room for passengers. At the moment you might still be playing B-grade and that's fine, as long as your people have the capacity to play A-grade when you get to that level. A-grade players playing a B-grade game are better than B-grade players trying to play an A-grade game. You need to help your people go up or de-select themselves.

Hiring great people is a numbers game. A business that has established a solid reputation will attract the best. It's a magnet. Ask yourself, did you get a lot of A-grade people applying for the last position you advertised? When hiring, you need to make sure you are truly selling the business and its vision. You need to sell the business to potential employees with the same vigour that you use to attract potential clients in target markets.

Remember if you want to keep your staff, investing in their training and development is non-negotiable.



M500 registrations open on Monday, invitations will be sent by email. Make sure you register immediately if you wish to attend.

Enjoy your week.

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