CLUTCH | CONSULTING LLC
GROWING BUSINESSES AND EMPOWERING PEOPLE

Leading With Purpose

VOL 1, ISSUE 8

Inside This Issue

From Leader to Loser in 7 Avoidable Ways

7 Successful Business Tips

Exceptional Leaders See People as People

Clutch Consulting Services

Leaders will Invest in Talent

Don't Be Afraid to Say 'No'

What Clutch Consulting's Solutions Can Do For You….

The best organizations do a number of things right: 1) they communicate at a high level; 2) they hire and retain top talent; 3) they develop the leaders of today and tomorrow.

If you desire organizational growth, it's imperative that you be committed to developing the knowledge, skills, and abilities of your individual leaders and managers. At Clutch Consulting, we have a unique one-on-one coaching process that will help your supervisors maximize their natural talents and competencies to perform at a high level.

At the end of the day, you will grow your business when you commit to developing your people.

The JOHN MAXWELL Team

From Leader To Loser In 7 Avoidable Ways

Leadership comes naturally to some. Through the ages, charismatic innovators have attracted hosts of protégés grateful for an opportunity to bask in the glow of genius. For many, leadership is a mantle bestowed after years of hard work and corporate ladder climbing. Others come to the role haphazardly through corporate downsizing, when job descriptions expand exponentially as people gravitate to their new leaders for direction. With new responsibilities come new challenges. Theodore Roosevelt put it well when he said,

> **"The best leader is the one who has sense enough to pick good men to do what he wants done, and the self-restraint to keep from meddling with them while they do it."**

His quote is a great resource for pointing out seven common pitfalls new leaders need to be aware of in order to avoid them.

1.) Wanting to be the "Best Leader"

A new job with leadership responsibilities can bring out an insane need to be "Super Boss." We want to surpass our predecessor's achievements and be popular. We say what people want to hear and make promises we may not be able to deliver. If this is where you're headed, step back and remember that you need to back up your big talk with hard work, and that you probably have a team waiting in the wings to help drive your vision home.

2.) Not Showing Good Sense

Have you been promoted to a corner office with a door you can actually close? Don't be one of those hands-off managers who hide out, talking on the phone and generally goofing off. Once your staff forms a negative opinion of you, you'll be hard-pressed to win them over and work as a team.

3.) Not Picking Good Hires

If you're new to a company and need to fill positions right off the bat, don't be too quick to hire. First, get a feel for the corporate climate. Find your place before you add others to the mix. When you know who you're looking for, interview extensively to avoid talent buyer's remorse later on. "Hire fast, fire slow" is lose-lose any way you look at it.

4.) Not Making Expectations Clear

A board member who fails to express his thoughts clearly may find that his committee strikes out in an entirely original, and less than optimal, direction. If you can't articulate your expectations and provide real-time feedback, don't be surprised if your team fails to live up to your expectations. Let the crew in on the big picture. They need to know the ultimate destination, not just the stops along the way.

5.) Being Incapable of Self-Restraint

One sure way to fail as a newly ordained leader is to try to be one of the boys. While it's understandable that a new manager wants to make friends, buddying up to the staff is a surefire road to disaster. How do you tell your new gal pal that you have to fire her for tardiness? Get to know your staff, but keep it professional.

Continued on page two – **Leader to Loser**

Continued from page one – Leader to Loser

Inspire employees to do their best and they'll reward you with loyalty and friendliness.

6.) Meddling

It's all too tempting to micro-manage in a new leadership role, because you want to make sure everything is being done your way. When you assign work, give your people time and space to do it in peace. Set generous deadlines with milestones for review. If you hang over their shoulders, they'll think you don't trust them; they'll lack confidence and productivity will suffer.

7.) Not Letting Them Do It

The last mistake you want to make is to fail to delegate work to your team. Not only will you burn yourself out, you'll waste the diverse and creative resources at your fingertips. If you teach employees well, and inspire them with your vision, you can rest assured that they will rise to every occasion. And when they do, give them the credit they deserve. ♦

~ Copyright 2015 by Nathan R Mitchell and Clutch Consulting LLC

Exceptional Leaders See People As People

This might sound strange, but sometimes we don't see people as people. The most personal and ever-present example is when we are stressed in traffic. Do you, like most of us, objectify other drivers, not really seeing them as people, as human beings like you, who are just trying to get through this world as best they can?

Anytime we find ourselves being critical or judgmental, we can shift into this "thing" mindset and lose touch with ours and others' humanity. When we do this, only negative and unintended outcomes can arise.

In the course of leading, particularly when we are under stress, we can see others just as instruments to get things done, rather than what they really are – people.

You can be a strong and effective leader, including being critical and demanding, when you have a compassionate mindset. So it is not our behavior so much that makes the difference in this case, but our state of mind.

When we come from a compassionate way of being, we can create the culture we want and accomplish great things. We must be continually self-aware of our mindset to ensure that we don't slip into this objectifying, and very ineffective, state of being.

Thought Provoker

- Do you find that others communicate with you in ways that diminish your humanity? How do you feel at those times? How connected are you to them?
- Do you sometimes see others as objects?
- Can you separate the person from the action?
- Do you see everyone as human, or only those who you love?

The Exceptional Leader is continually in touch with his or her own and others' humanity. We are all doing the best we can. ♦

~ Copyright protected by author Bruce M. Anderson. Reprinted with permission. Thinking Partners Inc.

7 Successful Business Tips

1. **Establish your long-term vision.** Take a good look at your company and its core competencies and create a written picture of your future.
2. **Communicate your vision.** Let everybody know what your vision is and ask them what it means to them. This will help you to get buy in and help others know where you are going in the long term so they can see where they fit in.
3. **Establish some core values.** By establishing some core values, everyone will know the guidelines of their actions and decisions. Core values allow us to come up with similar answers to a problem regardless of the position of an employee based on our values.
4. **Establish your goals.** Set long term, (1-5 years) intermediate, (Quarterly, BI-yearly) and short term goals (Daily, weekly, and monthly) for your entire company.
5. **Create action plans for each goal.** Make sure you have very specific steps for each goal accomplishment.
6. **Challenge everyone to meet the goals.** Most people will step up to the challenge and exceed your expectations.
7. **Recognize and reward employees for their achievements.** This will inspire others to achieve more. What gets rewarded gets repeated.♦

GROW your business

"Nathan has been a tremendous help, and in a very short time has helped me move my business forward. I look forward to a long-term relationship." **– Tony Minert – Minert & Associates**

HIRE the right people

Hiring the wrong employees is costly! Let us help you hire right the first time with a disciplined approach through our *Job Benchmarking* process. It will save your business money!

EMPOWER your team

We offer assessments through ***TTI Success Insights***, and leadership coaching through our partnership with ***The John Maxwell Team***, to help you empower today's leaders.

CONTACT US OR VISIT OUR WEB SITE TO LEARN MORE…

Call Us Today!
918.851.7246

Leaders Will Invest In Talent

Talent analytics or Human resources analytics is a hot topic right now for companies. Businesses are using this data to meet the need within the company. It is predicted that through 2015 and 2016, the collecting and using of data will continue to grow.

What is Talent Analytics?

Talent analytics uses data that is collected about employees. The information collected can include hire date, training received, and other patterns. This data is then used to manage the team so that a company's goals can be reached.

What is the Data Used For?

With the data, a company captures people related issues. Once the information is gathered, it can be used to make predictions of who may leave the organization in the near future. It can also be used to determine an employee's competencies. The information can clue you in to whether or not an individual will advance if sent through training.

The data can be used to answer the bigger question, "what is the correlation between people and their performance?" This information can help you to predict top performers as well as why those people leave the company.

It is Important to Use an Analytic System That Stores the Data Centralized

Many companies have the data they need to run reports that will help them answer big questions. The problem lies in the fact that the information is not stored in a centralized location.

Using software that can gather all in the information in one place is the right solution. The data can then be compiled to give the insights needed to make decisions and predictions for the company.

It is important to note that the analytics can give you a lot of insight into your employees. However, the information has to be updated on a regular basis to reflect changes in staff. Not updating the data can cause the predictions to be skewed.

When a corporation properly captures, stores, and manages the data collected, it can serve as a way to improve the business. HR departments should invest the time and resources in talent data.

The more efficiently you run your company, the more profitable you will be. ♦

~ Written for us by our associate Gary Sorrell, Sorrell Associates, LLC. Copyright protected. All rights reserved

"We brought in Nathan to improve our team. Each team member learned about themselves and how to work with each other more effectively. My ability to lead was also sharpened by his process. I now know so much more about how to communicate with and motivate them. The results of Nathan's process are certainly worth the investment we made."

~ Brent Hagar, State Farm Insurance

Nathan R Mitchell's purpose in life is to empower other people. He is the founder of Clutch Consulting, and a member of The John Maxwell Team. At the end of the day, **Nathan helps his clients achieve better results in their business, and lead to their full potential faster**.

Nathan specializes in helping organizations through leadership training and coaching services focused on improving communication in the workplace, creating high-performance teams, and matching the right talents and skill-sets to the needs of the job. He holds a B.S. Degree in Management, and an MBA from Missouri State University. Currently, he is working toward earning his Doctorate in Organizational Leadership with Argosy University.

In addition to his strong foundation, Nathan also has "real-world experience" in many aspects of management and leadership due to being a Dean of Academic Affairs in Proprietary Education, and having more than a decade of experience as a successful, Fortune 50 Retail Executive and Leader, where he oversaw multiple business locations and over 250 employees.

He is the author of five highly-acclaimed books, including *Leading with Purpose: 30 Empowering Tips to Transform Your Organization* and *Growing Businesses & Empowering People*.

Don't Be Afraid To Say 'No'

You can't do everything. At times you get so bogged down with daily activities that it is simply impossible to take on another project. How can you say no diplomatically?

Sometimes you can't. The project may have a high priority and have to be completed. Take a look at your other projects and see if any can be delegated or temporarily set aside. You may have some projects ahead of schedule and can afford to postpone them or some that are just not as important.

Talk with your boss to see if he/she has any suggestions on which projects can be postponed or delegated to someone else in the company.

Reschedule. The new project may not be a high-priority but one that can wait for a more appropriate time. Maybe the project can be done more effectively by another team member. Talk with your supervisor about the project, time constraints, and priorities for suggestions.

When you say no to an assignment, show how it will inhibit completion of higher priority projects and suggest alternate solutions.♦

"IF YOU CAN'T EXPLAIN IT SIMPLY, YOU DON'T UNDERSTAND IT WELL ENOUGH."
~Albert Einstein

Download Recent Podcasts at
www.LeadingWithPurposeRadio.com

CLUTCH | CONSULTING LLC
GROWING BUSINESSES AND EMPOWERING PEOPLE

A publication of Clutch Consulting, LLC
PO Box 2818
Broken Arrow, OK 74013

Enjoy your issue of '**Leading With Purpose**'
Please send any comments to us!
Visit Our Web Site at: www.clutchconsulting.net

The JOHN MAXWELL Team

© 2015