

Driving For Results

A question that often gets thrown at me in the initial meetings with companies is, “How do we, ensure that our leaders are constantly geared to drive themselves and their teams for results. HR heads, also want assurances that if I come on board as their coach, how I will enhance the potential of the teams, to ensure that they are result oriented and equipped to thrive in a highly competitive market.

While a coach trains to do this and more, a lot depends on the leader leading the team, of where he envisages himself and his team.

This brings to mind these profound lines penned by Author, Matshona Dhilwayo.

Average Leaders take you to the mountain

Superior Leaders take you up the mountain

Excellent Leaders take you up to the mountaintop

Transcendent Leaders take you to the stars

The leader and his mindset are an important game changer. So, for starters an important primary step is, to get leaders to make the journey, to shift their mindset, from being task-oriented managers to a result-oriented leaders.

While it is common for leaders to follow the task orientation method, it is a process mode that pushes people to remain within the comfort zone taking the steps towards the trodden path for task completion.

Wherein result orientation drives people to stay connected to the purpose and hence, fueled by their ‘why’ they explore the ‘how’ find more options and are able to remain guided by the clarity of the objectives to be achieved. The outcomes (results) of tasks are then capable of generating a lot more enthusiasm and hence it is easier for a result-oriented person to motivate others.

To be result oriented requires one to take ownership for the task at hand. Teams may work enthusiastically but with no accountability, it will head south in no time.

Accountability is what helps leaders be on top of their game in today’s competitive markets and continue striving for results. So, even if they hit a rocky curve, the leader feels confident to take calculated risks and make the tough deliberate decisions needed under the circumstances. Often this means mustering all the grit and resilience to continue to believe in the goal they set for themselves and their teams.

One of the important takeaways that some of the senior leaders have shared with me is that despite all the contingency planning, the volatility and uncertainty of markets trends, can throw even the best teams off gear.

To work around these roadblocks and continue the upward graph is only possible when leaders are solution oriented, focused on achieving what they set out to. Like Tony Robbin says, *“Identify your problems, but give your power and energy to solutions”*. Then even if challenges crop up and set them off on a detour, they are ready to brave that extra mile to get to their goal. This also means going beyond any status quo and continuing to be fully and passionately engaged into all that they want to achieve.

Many also recommend using structures, such as PEST, an effective planning tool that can help analyze & understand the Political, Economic, Social, and Technological changes that will shape the business environment, helping reduce the uncertainties to some degree.

Besides these effective tools, my guidance to the teams, who engage with me is, to strive to be the best in the present moment, consistently making today better than yesterday. Human behavior is so dynamic that it keeps changing as does everything else around it, so we can only strive to better ourselves every moment by being more effective than being merely efficient.

To be effective and enjoy constant success calls for an ongoing investment in the teams. Some of the things that have worked well, is getting to know the employees better, especially in today’s digital remote working scenario, which makes teams building an even larger challenge.

To help build mutual trust, it is important to foster transparency. This helps having interesting collaborations. In these constantly changing and challenging times, success comes from networking and collaboration. What is however very crucial is having clear objectives and goals for all stakeholders to avoid any redundancy.

Equally important is resolving any inter team dispute and keeping everybody aligned to the same vision and mission. Besides of course asking for and giving genuine constructive feedback.

These simple nuggets of wisdom that come from years of self-trial and engaging with many successful individuals and teams, may make your journey less effortful in leading yourself and your teams to strive, drive results & celebrate success!

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