

Game-Changing Practice #1: Be Fanatically Focused on Success

How clear is your team about its definition of success?

You need to be able to state what success is in one sentence. If you can't describe it succinctly you can be sure that those who report to you don't know what it is and will not be pulling in the same direction to achieve it.

My team's success statement:

What are your team's top three priorities?

You must know your top three priorities without having to think about it and your team must have them top of mind at all times. Being obsessed with the key requirements for success ensures that you and your team don't get caught up in activities that don't contribute to results.

Our Top 3 Priorities are:

When did you last talk about your vision with the people you lead? The answer you are looking for is "Today". Set aside time at your next team meeting to discuss the meaning of success with your team.

Next Steps

- Bring your team together and share the team's success statement. Or better yet, bring your team together to create your team's success statement so that you are all aligned, passionate and accountable to it.
- Ask team members to identify what they think the team's top 3 priorities are. Their responses will indicate whether your team members are all pulling together in the same direction or whether they are spending time on tasks not directly associated with the team's key goal.
- Share the team's priorities and identify how the team can stay better aligned to the priorities.
- Be sure to engage your team members in daily conversations relating to the team's goal and find opportunities to use remind your team of what they are working towards.