



LEADERSHIP TIPS FROM COACH O

WEEK OF JUNE 14

“WE KNOW YOUR DEPARTMENT HAS BEEN REDUCED, BUT IT HAD TO BE DONE. NOW, WE NEED YOU TO KEEP THINGS RUNNING. YOU’RE JUST GOING TO HAVE TO DO MORE WITH LESS FOR A WHILE.”

Welcome to the new world of ‘Life with Covid!’ If you are fortunate to still have your job as a leader, I’m sure you’ve heard or had the conversation above with someone. As we go back to ‘normal’ work, things aren’t normal but, I am seeing that performance expectations have not been lowered. In fact, most of the leaders I’ve been speaking with say that expectations have been raised and results are needed even quicker now.

So how in the world are you supposed to navigate and cope with these high expectations in addition to being a good person to your family and keep yourself mentally and physically healthy?

The answer is you cannot...alone. For years I’ve been teaching the concept of building your Mt. Rushmore of mentors or coaches to help leaders navigate life. Meaning, who are three to four people who are wise and you trust their wisdom; they would be willing to walk through life with you (perhaps once a week/month), and you can ask them for advice or counsel? Currently, I’m helping many of the leaders I work with “Re-Build and update their Mt. Rushmore List.” Many are increasing their lists, finding people who can help them in many different areas of leadership and life.

If you hope to thrive in this new Covid world of ‘Do more with less,’ you need to set yourself up for success and long term good health by having a group of wise people to help you. These people are more concerned with your well being, then your career. They will tell you what you need to hear, not necessarily what you want to hear.

THREE WAYS TO BUILD YOUR MT. RUSHMORE COACHING COUNSEL

1. CURRENT LEADER LIST IN YOUR LIFE: Sit down and write the names of people in your life currently, whom you admire and respect and why. List as many names as possible along with what you consider their ‘area of expertise’.

2. ASSESS YOUR NEEDS: Take a 25,000 foot view of your life today, both at work and at home. What areas do you need encouragement and help with? Make a list of your current needs, both professionally and personally.

3. FIND THE RIGHT MATCH-UPS & ASK: Make two columns, in the left column put your specific (assessed) need and directly across from it in the other column, choose a name from your initial leader list who you believe has great wisdom in that area and would be willing to help you. If you don’t have a name on your list, think of authors or thought leaders that are an expert in that area and write their name down and start reading their works or listening to them virtually. Now, reach out to those people on your list and ask them if they would be willing to be on your Mt. Rushmore. If you like, share this article with them to help them get a better grasp of the concept and why you are asking them.

Currently, I have about 13 people on my Mt. Rushmore. I have people I call for leadership advice, parenting advice, marriage wisdom, career counseling, increasing my faith walk, financial advice etc. I also have a list of authors and teachers I follow and listen to monthly. Elite leaders don’t isolate...they connect and get counsel.

COACHING POINT

I want to encourage you as you are asked to do more with less. Start building your Mt. Rushmore Coaching Counsel today. Don’t try to take on the new Covid world alone and remember this ancient wisdom, “Become wise by walking with the wise; hang out with fools (or just yourself) and watch your life fall to pieces.”

Make it a good week!



Rod Olson or “Coach O” serves as a consultant for the Texas Rangers.

We are excited to share his valuable coaching with you. Coach O is known for his ability to help leaders and executive teams find their “sweet spot” as they lead and motivate others in the 21st century.

Follow @CoachOTip or visit RodOlson.org for daily leadership tips.