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Thursdays: Batting Practice...

Help to become a better leader. Topics like Coaching; Better Sales Meetings; Developing Your People; Hiring Winners and more!

From Sleete

Do They Walk The Walk?

Decades ago, I read an article on the shoe biz in a retail trade. In a section of the piece, shoe retailers were asked to reflect on their most effective person on their sales floor and answer *"Is that also the person on your team who walks the fastest?"* The vast majority said, yes.

This made me take a look a look at my own high achievers as they moved about the office and walked to their cars. The result? It was true, the superstars moved at a faster pace than their peers.

This test then got applied to applicants interviewing for a sales position...a parking lot test of sorts.

We would not hire anyone until either my sales manager or both of us, watched to see how an interviewee walked back to their car after their meeting. Because the speed of walking is just a metaphor for hiring people who are in a hurry. So, if we saw a candidate walking back to their car in a slow and unenergetic manner, odds were they would turn out to be a slow and stagnant sales team member. If we saw someone on a mission and walking briskly, the odds increased there was a shot they would perform well.

What was it really for which we were looking?

A SENCE OF URGENCY.

Speed is a hallmark of all great salespeople -- **they are in a hurry.**

Like virtually everyone else, when I conducted sales interviews, I would ask the question..." Tell me about a 'great sale' you have made." What I specifically listened for, however, was something a mentor taught me - - responses like - *"I had one yesterday."* *"I had one just last week."* That's because the definition of a great sale to a great salesperson is the one they just made!! Yesterday's sale was their best sale ever. Until they made another one today.

Why?

Because great sellers are laser focused on getting the order. They have a high sense of **urgency** so that's the sale they love the most.

What about your pace?

I know there were many times in my career when my pace slowed down and I lost some urgency. Mostly those were times when corporate office politics or budgets wore me down.

If you want the pace of your team to increase, try taking a gander at your own. You may need to turn it up a notch.

Motivating People STILL Doesn't Work

<https://leadershipfreak.blog/2023/05/16/motivating-people-still-doesnt-work/>

Everything has changed, but one thing remains true. You still can't motivate

people. But you can apply groundbreaking insight into human motivation to address the new realities of hybrid work, retention, and quiet quitting.

Using Positive Reinforcement to Boost Productivity

<https://ceoworld.biz/2023/05/11/using-positive-reinforcement-to-boost-productivity-my-top-leadership-tips/>

Increase your team's motivation to be productive by giving them a chance to celebrate their wins -- along with a meaningful incentive such as a bonus or public or private praise -- and be sure to point out where team members are doing well,

You Have To Be Very Candid With People In A Compassionate Way

<https://www.linkedin.com/pulse/you-have-very-candid-people-compassionate-way-adam-bryant/>

Simon Freakley, CEO of consulting firm AlixPartners, learned the importance of listening to employees from his father who owned a small boatyard and went "from workbench to workbench and talked to each employee about their projects and

how they were going and what their issues were." Freakley says, "He would listen to them and then roll that into what he wanted in terms of an outcome, but in a very gentle but strong way."

Harness weaknesses, not just strengths for better leadership

<https://businesschief.com/leadership-and-strategy/harness-weaknesses-not-just-strengths-for-better-leadership>

Most of us believe that we are already aware of our strengths and weaknesses. While we are quick to credit ourselves as being self-aware the data does not support that notion. The Harvard Business Review recently reported that 95% of us believe that we are self-aware but only 15% truly are.

Learning to mow the lawn

<https://www.threestarleadership.com/coaching/learning-to-mow-the-lawn>

If you want to coach your team members consider using the Mowing Master Mac as a guide. Ask questions. Demonstrate the right thing. Praise progress and encourage improvement. Let your team member learn by doing, which includes making mistakes.