

LESSON 17

The Law of DIVIDENDS

“Investing in the Team Compounds Over Time”

- Developing people pays off in every way.
- Usually the time, money and effort required to develop the team don't change the team overnight, but developing them pays off. Investment in team compounds over time.

HOW TO INVEST IN YOUR TEAM?

1) Make decision to build a team... This starts the investment in the team.

It's said every journey begins with the first step. Deciding that people on the team are worth developing is the first step in building a better team. That requires commitment.

2) Gather the best team possible.... This elevates the potential of the team.

The better the people in the team, the greater the potential of the team. Find best players available. Make it a family and stick with those teammates through thick and thin.

3) Pay the price to develop the team... This ensures the growth of the team.

It will cost you to develop your team. You have to dedicate your time that could be used for personal productivity. You will have to spend money that could be used for personal benefit. Sometimes, you have to set aside your personal agenda. But the benefits to individuals and the team are worth the price.

4) Do Things Together as a Team... This provides Community for the Team.

Even when you've played the game of your life, it's the feeling of teamwork that you'll remember. You'll forget the shots, scores and the plays, but you'll never forget your teammates. The only way to develop community and cohesiveness among your teammates is to get them together, not just in professional settings but also in personal ones.

5) Empower team members with responsibility and authority.... This raises up leaders for the team.

The greatest growth for people often occurs as a result of the trial and error of personal experience. To allow the team to step into higher levels of leadership, authority and responsibility must be given to the team members. As a leader, you should not protect your position or power. Give it away, that's the only way to empower the team.

6) Give credit for success to the team... This lifts the morale of the team.

Mark Twain said, “I can live for two months on one good compliment”. That's the way most people feel. They are willing to work hard if they received recognition for their efforts. Napoleon said, “A soldier will fight long and hard for a bit of colored ribbon”.

Compliment your teammates and talk up their accomplishments. If you're the leader, take the blame but never the credit. Do that and your team will fight for you.

7) Watch to see that the Investment in the Team is paying off... This brings accountability to the team.

You need to pay attention to your investments and measure it's progress. When you invest in people, you need to observe whether you are getting a return for the time, energy and resources you are putting into them. Some people develop fast, others slower. The main thing, you want to see progress.

8) Stop your Investment in Players who do not Grow... This Eliminates Greater Losses for the Team.

One of the most difficult experiences is to leave a teammate behind. Yet that is what you need to do if someone on your team refuses to grow or change for the benefit of your teammates. In this case, it doesn't mean loving such people less but it means you should stop spending your time trying to invest in someone who won't or can't make the team better.

9) Create new opportunities for the team... This allows the team to stretch.

When a team has the possibility of taking new ground or facing new challenges, it has to stretch to meet them. That process not only gives the team a chance to grow but also benefits every individual. Each one has the opportunity to grow towards his potential.

10) Give the team the best possible chance to Succeed... This guarantees the Team a Higher Return.

James E. Hunton says, "Coming together is the beginning, keeping together is progress and working together is success." Clear the obstacles so that your team has best possibility to work toward success. If you are a team member, that may mean making personal sacrifice or helping others to work together better. If you are a leader, that means creating an energized environment for the team and giving each person what he needs at any given time to ensure success. Investing in a team almost guarantees a high return for the effort because a team can do so much more than an individual does.

If your team experiences are not as positive as you would like, it's time to increase your level of investment. Building a team for the future is like developing a financial nest egg. It may start slowly, but what you put in brings a high return.

Team thoughts: Is the team's investment in you paying off?

Becoming better team member:

- Are you giving a good return for what your teammates are investing in you?
- Think about the opportunities you have received and the positive learning experiences to which you have been exposed. Have you seized all of them enthusiastically or have you allowed many of them to slip by?

- If you are not serious in pursuing growth opportunity, then change your attitude today.
- Grow all you can and determine to give the team a good return of its investment in you.

Becoming a better team leader:

- Determine the environment of your organization and whether your people are investing in others.
- Begin by institutionalizing investment and making it part of your organization's culture.
- Encourage growth. Set aside time and investment in the team.
- Take on the responsibilities to invest in your core leaders.
- The more leaders you have on the team and the more developed they are, the greater the dividends.

