

Surround Yourself with Talent

Here's a real winner - Adopt an on-purpose, by-design strategy to get more done by surrounding yourself with talents you don't possess. True, lasting successes are those people who look at what needs to be done, what talents they have and then seek out others to fill in the gaps.

Real achievers figure out that it is not a sign of weakness when they delegate to or collaborate with others. They have come to this realization through brilliant deduction, trial and error or happy accident, but they have concluded that it is a lot more effective when we depend on others.

Here's why:

- **You are smarter together.** None of us knows enough (or can know it soon enough) to be better than you are collectively when you team up with others.
- **You don't have enough time.** You only get 168 hours each week. Your available time is finite. Adding in the talents and time of others can increase results exponentially.
- **It shakes up your thinking.** By yourself, you can easily lapse into predictable ways of looking at the world. With others talking back, different (and often better) viewpoints are brought to bear. The results for your enterprise can be dramatic.

Put it Into Action

Big successes determine where their skill set is lacking and find and utilize talents that they just don't have. To make this strategy especially effective, they fully define what they want and match the tasks to the talent.

Here's what others do to take full advantage of the knowledge and skills of others. They set out to . . .

- **Hire someone to help.** Since you cannot be expected to know it all or do it all, one way to solve the problem is to hire people who are smarter than you are.
- **Delegate to others.** A quick review of the existing team will often reveal others who can take on roles and meet goals, many times at least as well, if not better than you can. Make it happen.
- **Develop existing staff.** If the fully-prepared person does not currently exist on your team, you would be wise to identify a handful of future stars and put them on an intentional path to get better. A solid bench is one of the hallmarks of effective organizations.
- **Network with and collaborate with talented people.** When you seek out others on a regular basis, real talent always arises. You should make it a regular habit to have coffee with successful people to learn what it is they do. Surprises will abound.
- **Seek out and establish a partnership.** Perhaps a formal agreement with a like-minded entrepreneur or organization is the right thing. If both sides of the partnership gain value it can be a win-win relationship.

What are the Benefits

When you surround yourself with talent, you will see benefits everywhere you look. Here's what you can expect:

- **Synergy** - Collaborative efforts push everyone in new and dramatic directions. It is true that one plus one can equal a lot more than two.
- **Happy surprises** - When you entrust a role or a goal to someone else and let them run with it, very often they will perform in a way that you would not have expected. In many cases it turns out better and easier.
- **You save time and get more done** - The time savings and efficiencies that you gain (if done right and done well) can be enormous.
- **You develop winners** - When you assign a job to someone else and they succeed, they are not the same person as they were before. The odds that you can give them even more to do increase every time. The knowledge, experience, and habits they develop are permanent and can never be taken away.

When you surround yourself with talent, they help your organization achieve more, they get better in the process, and you can't help but improve at the same time.

If you find the **MintonDickes Monday Minute** interesting and valuable, please forward it to others and encourage them to give us a call at **402-218-3036** or contact us at brucedickes@mintondickes.com to add them to our distribution.

About MintonDickes

MintonDickes Consulting offers organizations decades of experience to deliver improved results more quickly, more successfully and more affordably in the long-run.

Not a one-size-fits-all or cookie-cutter approach. We help clients challenge conventional wisdom to achieve order of magnitude improvements.

Our job is to provide the opportunity to out-think the competition and implement the critical solutions for meaningful and lasting impact.

**WE WON'T PROMISE MIRACLES.
WE CAN PROMISE RESULTS.**