Hasten Failure

Three Dynamic Ways to Add Excitement to Your Business Life

Why produce quality services or products, delight your customer, or have your team be excited about the daily pursuit of the right results when you can artfully create chaos, feed turmoil, and waste thousands of dollars? It will require a healthy dose of "not invented here", a commitment to focus on operational trivia, and at least a monthly new *great idea*, preferably from an In-Flight airline magazine. Just adopt and act on these three simple beliefs:

✔ We don't need no stinkin' plan; just fly by the seat of your pants

✔ Team building is way over rated; a pay check and benefits are what count

✔ Staff meetings are too short; let's talk more about operational stuff

Really, you might just as well meet in the parking lot quarterly, issue your management team a gift wrapped Bic lighter and have a party burning hundred dollar bills while you celebrate successfully achieving failure.

Let's get it out right now, as a business owner you <u>know</u> where you are taking the business. If you need any help, your golfing buddies can give you the best of tips while on the links. Clarity of direction is an Ivy League business school myth. The time that it takes to write your plan and communicate it to you key people is better spent solving real problems. Any way, with the monthly influx of new ideas to try, a written plan would be out of date in no time. Just think about all the fun that your company would miss: re-work opportunities, the shear delight of discovering incomplete work, or spending time and money on the wrong job. Isn't that adrenaline rush from an impending crisis just the best!

Speaking of fun, isn't it great when you get to spend your entire day telling people what to do and where to go. The best of this people stuff is when those little conflicts really heat-up and the territorial silos between organizations escalate into nasty personal comments and vendettas. Resolving this type of combat is how the very best executives add value. Just think of those deliciously wasted hours colluding about how terrible so-and-so or the poor results from someone else. However, an unsurpassed moment is watching your best and brightest walk out the door while the deadwood just floats along in the swirling eddies of chaos created by backstabbing personal conflict and not knowing where the company is headed. Stand back for a moment and enjoy the turbulence accelerated by the absence of trust, the lack of commitment, and the avoidance of accountability. Oh we're havin' fun now!

Just in case your company isn't really positioned to auger into the ground, this last tip will seal the deal. Resist the temptation to hold anyone, least of all yourself, accountable for measurable results and don't review performance on a regular basis. Hey, at least with no written plan it is easy not to have accountability and a commitment to produce the right results. I mean really, any executive knows that a weekly meeting chatting about operational trivia really excites the troops. Who cares if no one is prepared, spontaneity during crisis is what's needed. Isn't it exciting not knowing what drama will happen next in a meeting as the participants dig deeper and deeper into operational details. The suspense can almost be too much while waiting to see which phenomena will appear first,

spontaneous combustion or the deep chill, as the chasms between people grow wider and the silos get higher. The very best is when months go by without any meetings; just grab people in the hallway, send and e-mail or a text message, that's how to get the word out. Leveraging technology to get more production is so much more cost-effective than a meeting or teamwork.

Are the sleepless nights and high blood pressure just a little too much? Dare to be different; find your organizational north star and implement a prescription for dynamic teamwork by:

1. Writing down and sharing your business plan which includes your vision, mission, values, measurable objectives, strategies, and action plans
2. Creating relationships where trust, conflict resolution, and commitment are the expected norms
3. Reviewing results against the plan weekly, monthly, and quarterly; making in-flight corrections along the way

CAUTION… Success could be dangerously close.

Think differently… Change your way of working… Your situation will improve

Successfully helping organizations excel

Our approach is innovative and more effective in two critical ways. First, we focus on behavior - how we treat each other - starting with leadership, then teams, and finally individuals, as the foundation for organizational change. Second, we apply an integrated approach to assessing and addressing behavior in your organization that transcends typical leadership development, team building, communication methods, and all other aspects of business solutions.

The fundamental difference in our services

We help you achieve higher results in your organization by custom designing integrated behavior based solutions with procedures and processes that help effectively elevate the unique culture of your organization. This is leadership and performance improvement by design.

Phil Bristol
Managing Principal
Phil is internationally recognized as an expert in accelerating organizational performance. He has over 25 years of strategic planning, business process improvement, and enterprise-wide project management experience

Gary Yeatts
Principal
Gary has over 30 years of experience working with organizations and individuals. His focus is goal and strategy development, conflict resolution, change management, facilitation, coaching and team building.

About Projectivity Solutions

Recognized as the leading expert in accelerating organizational performance, Projectivity Solutions provides consulting, mentoring, and leadership development for executives and their teams, enabling them to be more productive and profitable. Their precision services combine essential knowledge and skills with a way-of-working that accelerates organizational performance. Services are performance proven to deliver organizational excellence including increasing profitability, reducing operational costs, improving product quality, enhancing customer service, attracting and retaining highly motivated staff, and building trust and collaboration at all levels of an organization.