



Leading Others

Since the last time I wrote, I have had a wonderful break with my family and also been asked to take on the role of membership co-ordinator of a new BNI chapter that is just launching. (For those of you not aware of BNI, it is a networking organisation operating on the principle of Givers' Gain where a network of independent businesses actively work to support each other to grow business – if you are looking for more business, visit www.bni.eu or if you are interested in attending a meeting send me an email and I will support you to get it set up)

Like any new opportunity I am taking on this role with a mix of apprehension and excitement. Unlike many other opportunities that have come my way over the years, this role has been very clearly defined, with definite expectations and focused responsibilities. I have also been trained for the role and have support mentors to ensure that I can do it well. The dice are very firmly loaded in favour of my succeeding in my new role.

This contrasts starkly with other roles both work and personal that I have held in the past. In a number of situations there was a distinct lack of clarity and a whole lot of assumptions that turned out to be unfounded and which created unnecessary stress and discomfort.

I have no doubt that as you read this, you too, can think of roles and positions that you have taken up over the years that have lacked clarity and been riddled with ambiguity. Indeed as a project manager I have encountered many people who have attempted to hide behind ambiguity so that they do not have to take on responsibility. And yet when roles and responsibilities are clearly defined, communication is easier and individuals can focus their energies on getting the job done.

Where there are a lot of assumptions and a lack of clearly defined roles and responsibilities then the stress and effort associated with getting the job done increases exponentially.

And so my challenge to you this week is to look at situations where you lead other people. How well defined are the roles and responsibilities. Where the roles have evolved over time, consider whether or not a number of assumptions have become embedded and take the opportunity to re-establish clarity and ensure that all participants are clear about what is expected of them and that roles and responsibilities are explicit.

If you have a situation where you report into others and they have not clearly defined your role and responsibilities or your role has evolved over a period of time then arrange a discussion to get clarity. When we are not clear about our responsibilities and if we feel that we are continually doing more than we should we can waste a lot of energy resenting our situation. It is a much better use of our energy to get clarity and have clear and open communication.

Warm Wishes,

Mary

If you would like help and support to define roles and responsibilities clearly give me a call and let us see what we can do.