

January 2022

THE LEADING APPROACH

This month: Featured articles

- Welcome to The Leading Approach
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Welcome

Welcome to The Leading Approach, published by 1LEAD. I would like to welcome you to what I hope will help in adding value to you and your organization. I will be publishing one issue each month. This publication is dedicated to helping provide growth in your personal and professional life. This month I will focus on the Transformation trip to the Dominican Republic. If you are interested in more from 1LEAD please visit the website: 1LeadConsulting.com.

Thank You

Jason McFatt

The Power of Thank you



For many years the words "Thank you" have been viewed as an only do when you need, which means for the family who sent you a gift. Most people in the business world have stopped saying thank you to employees to their team, and their customers. It has become commonplace for those leading the organization to ignore the team's work and focus on what is best for them. So that leaves the two words, "Thank you," left to school-age kids and grandparents.

But "Thank you" has an awesome power in the workplace and can excite and drive performance. Leaders have been trained to think that a simple "Thank you" shows weakness. If you say it, you are only showing those on your team that you cannot do it yourself. I often have heard the excuse, "I told them to do the task; why would I thank them." Or maybe the other common excuse is, "I do not thank people for doing their job."

These are just ways that show that the team is not valued. Leaders who refuse to show thanks show that the team does not matter. However, the truth is often the opposite. Often, if the team is not there to do a task, make a call, run a machine, and greet a customer, the organization will stop existing. Yes, having a leader is vital to an organization, but without a team of employees, the organization will not grow and fail. Even if you are a new entrepreneur, there is value in a simple thank you note to a customer, a business associate, or even a person contracted to perform work. How do you show value and encourage with the power of two words? These simple words show that the team has brought value to the organization's goal. When leaders take the time to thank a team member, the leader gains influence, and the team becomes excited. The employee grows through a simple understanding that the organization improves when I do good work.

Exciting other team members to do their best increases motivation and enhances output. A simple "thank you" can turn a disheartened employee into an excited-to-come-to-work employee. Below are steps to help you start saying "Thank you." The words "Thank you" are simple and easy to say. It can be easily said in other languages and brings a true power. I understand that if you have multiple employees, you might not be able to say "thank you" to every one of them, but you do not need to thank all. Just start by thanking a few.



It is time to start showing appreciation to the team to drive the improvement and growth of the organization. One other positive that comes from sending a "thank you" note is increased retention of employees. Employees want to know they are valuable to the organization. Today, when employees dedicate more time to the job and less time to other things, it is more important than ever to show employees they are appreciated. So, a simple "thank you" can make all the difference.

THANK YOU.

The Power of "Thank You"

STEPS for action



Step 1: Start small. In a small organization, you probably already know who excelled that week, but if your organization is big enough, have your managers send you a list of names for excellent people the week before. Select a handful of individuals from the list. I would aim to do 3-5 % if your organization has over 100 employees.



Step 2: Set aside time to handwrite the "Thank you." Yes, I said *handwrite*, do not have an assistant or the computer do this for you. It is more meaningful and requires more thought and investment if written. I know you are going to say you do not have time. I understand you have multiple meetings to attend, and your day is hectic. However, that is the point. If the leader can find time to say, "thank you," how can a team member not find time to be excellent at their job.



Step 3: Start with the person's name and thank them for what they did. Do not use this to show how great you are or sell (if writing to a customer). It is only about the value of the person. When I send a "thank you" note to a client, I do not include flyers, business cards, or even branded letterhead. It is just a simple "thank you" card with a handwritten note of appreciation from the store.



Step 4: Send the card to the individual. Take the time to send the card to the individual. I prefer to send it out once written as I tend to forget. It is okay to send it through interoffice mail if sealed. But I prefer to send it to the employee's home through the US post office. Ensuring they see it and understand it is not about the company but their service and expertise.



Step 5: The final step is probably the most important. Repeat the process next week. Continue this process consistently as John Maxwell often says, "Consistency Compounds." The more consistent you are, the more value you add to your team. You show them they are valued, and the culture of appreciation and support will become a standard for your organization. Even encourage other leaders around you to do the same. If your organization is small and you can send a card to everyone in less than a year, restart the process. If you only get to a few team members by the end of the year, that is okay. Restart the process the next year and increase the percentage by 2%.

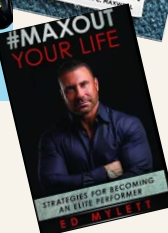
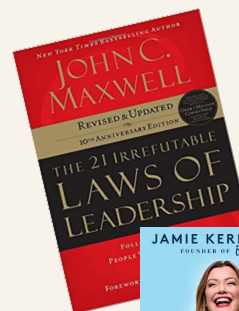


LIVE2LEAD

On January 14th, at the U hotel in Charleston, IL 1LEAD hosted LIVE2LEAD. LIVE2LEAD is a leadership and motivational event that brings together some of the top thought leaders and experts in leadership and personal growth. This event provided live and prerecorded presentations. The event opened with a reintroduction to the 21 Laws of Leadership by its author, the number one leadership expert in the world, John C Maxwell. After his inspiring teaching, Jamie Kern Lima, founder of IT Cosmetics, help all to learn how to find their “KNOWING.” Next, Jeff Henderson, author of Know What You Are FOR, shared a market concept of being best for the community, not best in the community. Valerie Burton, founder of The CaPP (Coaching and Positive Psychology) Institute, brought the concept of coaching to help guide one to the next level. Then the host of the podcast #MAXOUT, Ed Mylett, spoke on the power of influence and one more. After a lunch break, the morning session with an exceptional teaching by the host, Jason Wyatt, a certified leadership trainer and professional coach. He spoke from a practical aspect to responding to a crisis. Finally, the morning session ended with a panel discussion over the information taught that day.

This event brought forth new ideas and concepts to those in attendance. It made them excited to apply it at their place of work. It was a day filled with high intensity and profound growth.

1LEAD hopes to bring this event to the area next again in 2022. Hope to see you there.



The Leading Approach

Quote of the Month: by Martian Luther King Jr

"The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy."



Contact 1LEAD

1LEAD specializes in providing leadership and personal growth for your organization. To contact:

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"Adding Value to people of Value"