

Full of Ideas, but Unable to Implement?

Every other day we come across a leader who is bright, full of ideas and raring to go. The leader has foresight, a clear idea of what to deliver, but the team delivers something else.

While there may be many reasons for this including personal prioritization, in this article we explore ways of dealing with teams which are unable to deliver, despite adequate capability.

1. **Be Clear about the goal:** While you may be clear about what the ultimate goal is, so should your team be. Invest time in discussing and building a deep and shared understanding of the long-term goal.
2. **Be clear about your expectation:** You may have shared the business plans with the team. But have you made your expectations of them clear to all your direct reports? Do they know what they will be assessed upon?
3. **Be Simple:** Have you translated your expectations to a language the team understands? Use clear and lucid language; support with examples.
4. **Be supportive:** Make adequate resources available; provide guidance and support to enable delivery.
5. **Hold Accountable:** Each member of the team must be held accountable for his/her results.

When in doubt, seek help!