

Building A Team To Build Your Business

Business Owners/Leaders have a constant challenge when it comes to employing people and building a team that in the owners/leaders mind is the right team.

Well let's get one thing right from the start. There are no perfect employees as nothing in life is perfect. Individuals have both strengths and weaknesses, just like the business owner/leader.

One great weakness in a lot of business owners/leaders is the belief that no one can do it better than they can. As a result they subconsciously sabotage the employees and when they do not live up to their expectations, they go around telling everyone that they were right and they are the only ones that can do the job right.

And so the spiral continues.

The first thing that a business owner/leader needs to do to be successful in employing the right team and assist them in becoming successful is to get rid of the business owners/leaders EGO.

Why am I saying this, because there are people out there who can do it better than you, in the fields where they have the right talent? One Key to building a successful team and business is to find people who have better talents and skills, where you lack them and set the business up to enable them to deliver.

I know what you are saying to yourself.

You are using the typical excuses of

*I have tried to find the right people, but I cannot seem to find them.
The people I employ do not do what I want them to do.
People are generally lazy and do not want to do the work.*

Or the classic, I am hearing a lot lately

I just can't seem to find anyone to employ.

There is a population of over 22 million people in Australia and around half are your potential employees.

There are people out there and there are good people out there, the issue is that they are not working for you; they are working for someone else.

So how do you change this situation around?

“Build it and they will come”

You need to build a business that will attract those good people that you want to work for you. If you do not have them at the moment then unless you take a quantum leap in your thinking and



change your attitude and beliefs, the situation will not change.

All that will happen is that you will become busier and more frustrated with the situation and your life and your business will not realize their full potential.

Some of the steps you need to take are:

You must have a clear Vision of where your business is going.

You must then determine what your business stands for and what its Culture is.

Then determine the Qualities and Experience you require in team members that fit that culture.

When recruiting team members, look for ones that have Talent in the area you require them and do not compromise on your required qualities and experience.

Once you have done the above, then you need to do the following:

- Set the Rules of The Game and ensure all team members understand them
- Give them a clear position description detailing their authorities
- Set clear key performance indicators.
- Set individual goals that fall in line with the company goals.
- Continually train and improve the team.
- Hold them accountable at all times for every aspect of the role.

And last but also the Most Important

- Get out of their way and trust them..

If you are looking for assistance with building a team that will assist you build your business, then contact Darren Wedge from Wedge Consulting International on 1300 323 133 or darren@wedgearp.com.au.

***Wedge Consulting International – Positively and Fundamentally Changing Peoples Mindsets
both Personally and Professionally***