



The Success Paradox

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There Are Four Things that Routinely Get in the Way of Our Ability to Solve Our Own Problems

1. Our time is not our own – So much to do, so little time!
2. Our pride – How dare you say my baby is ugly!
3. We're obliged to work with and through others to get things done.
4. We're expected to have all the answers – So we dare not ask for help.

Based in part on material from Peter Druckers' *The Effective Executive*.



I Am Convinced ...

□ Most People:

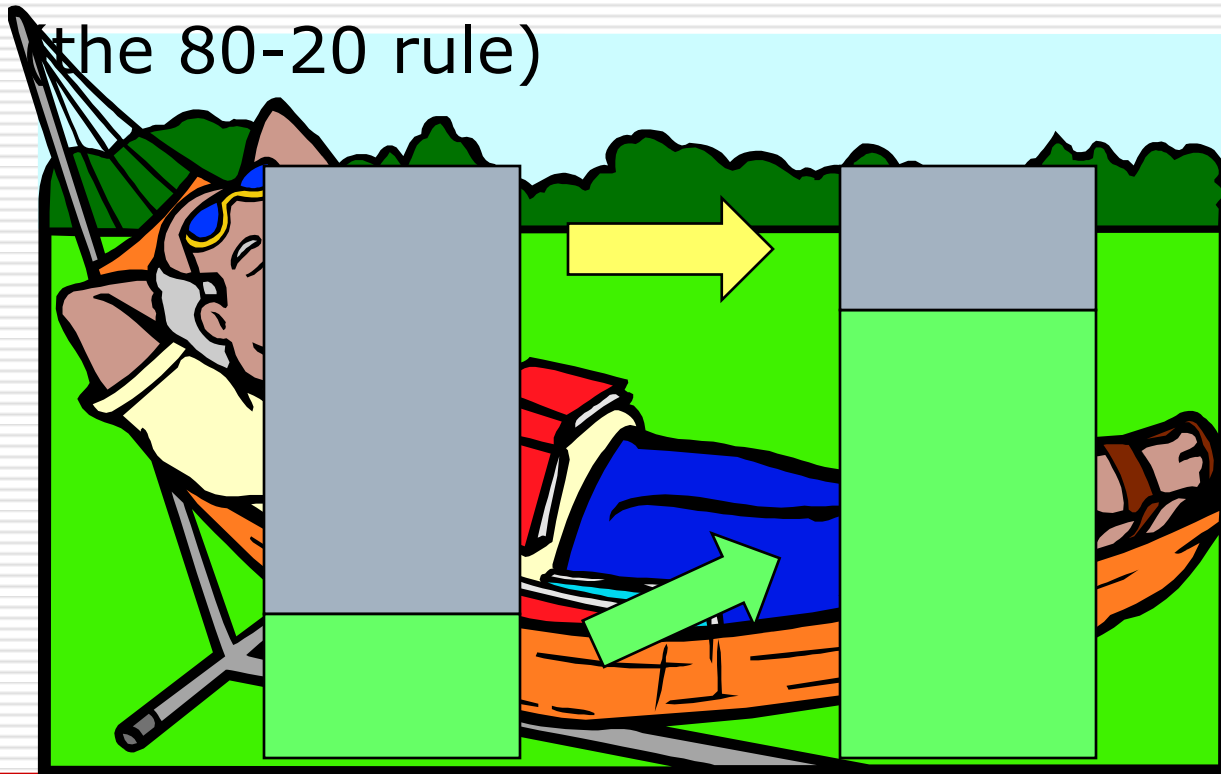
- Have a strong desire to succeed (we want to be “successful”);
- Take pride in what they do; and
- Have a remarkable capacity to learn and solve problems....

- But we tend to get stuck in ruts.



We are also...

- Just a tad lazy – not willing to put forth a maximum effort & so we “settle for” something less (the 80-20 rule)



And Though We Give Only a “B” or “A-” Effort...

- We nonetheless expect things to work out just like we planned
- And we are surprised and feel frustrated when they don't



I am Also Convinced ...

- ❑ Many of us believe in our heart-of-hearts that we are doing “it” right (well and/or to the best of our abilities) so why change?
- ❑ Show of hands: How many think ...
 - You’re a skilled delegator?
 - You’re an effective communicator?
 - You’re good at building teams?
 - You’re good at developing your people?
 - You’re good at making your people feel valued?
 - You’re a good salesman?
 - You lead by example?



And Why Do We Believe Such Things?

- Because we wouldn't be where we are today if we weren't good at some/most/all of them. Right?
- Because many of the feedback mechanisms available to us fail us.



Besides ...

- In acknowledging the need to change, might that be an admission of a personal or professional weakness or failure? (see Item No. 4, Page 2); and,
- If I do admit the need to change my behaviors or approach so that I can be better at "X", there are too many things that keep getting in my way including:
 - Old habits
 - Old beliefs
 - The current environment



Consider Peter Drucker's Research of Half-a-Century Ago

- The Big 4
 - Lack of ...
 - Lack of ...
 - Lack of ...
 - Lack of ...



The Big 6 Today

- Lack of ...
- Lack of ...
- Lack of ...
- Ineffective training
- Lack of Opportunities for personal growth & advancement
- Lack of fairness (a lot of inconsistency in how the "rules" are applied)

The More Things Change,
the More They Remain the Same



Q. Why?

A. Human Nature

- The “Sins of the Father Syndrome”
 - We are copies of flawed models
- The “Don’t be a ‘Chump’ Syndrome”
 - Everybody else is doing it
- Fear Factor
 - Can’t risk loss of face or place
- The “Success Paradox”
 - There is ample evidence of my innate abilities

Yet seldom is it the case that what got you here will keep you here, let alone get you to the next plateau.



The “Success Paradox” in a Nutshell

□ The GREATEST THREAT

to “success” is....

Linear Thinking

Invincibility

Complacency

A Lack of Renewal

Mistaking a Sea Change for something else

The Sigmoid Curve



“Success”

- That body of facts that whisper in our ear: “You obviously know what you are doing. Otherwise, you wouldn’t have made it this far (this fast).”

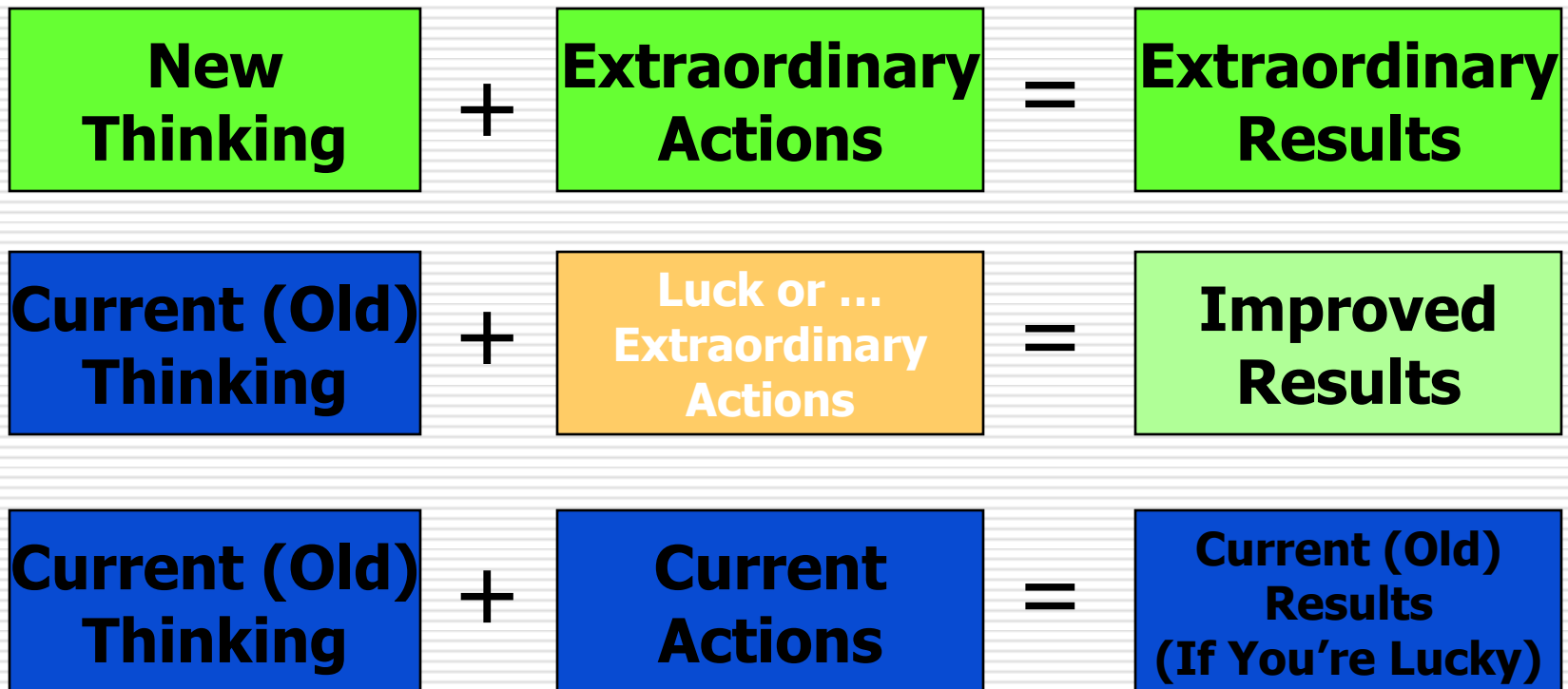


Different Outcomes ... Require a Different Approach

- To keep on doing what you've been doing, as successful as it has been will, over time, ensure sub-optimum results as old approaches lose their efficacy when it comes to today's opportunities and challenges.



Getting Out of the Rut



Adapted from material of Critical Path Strategies, Inc.

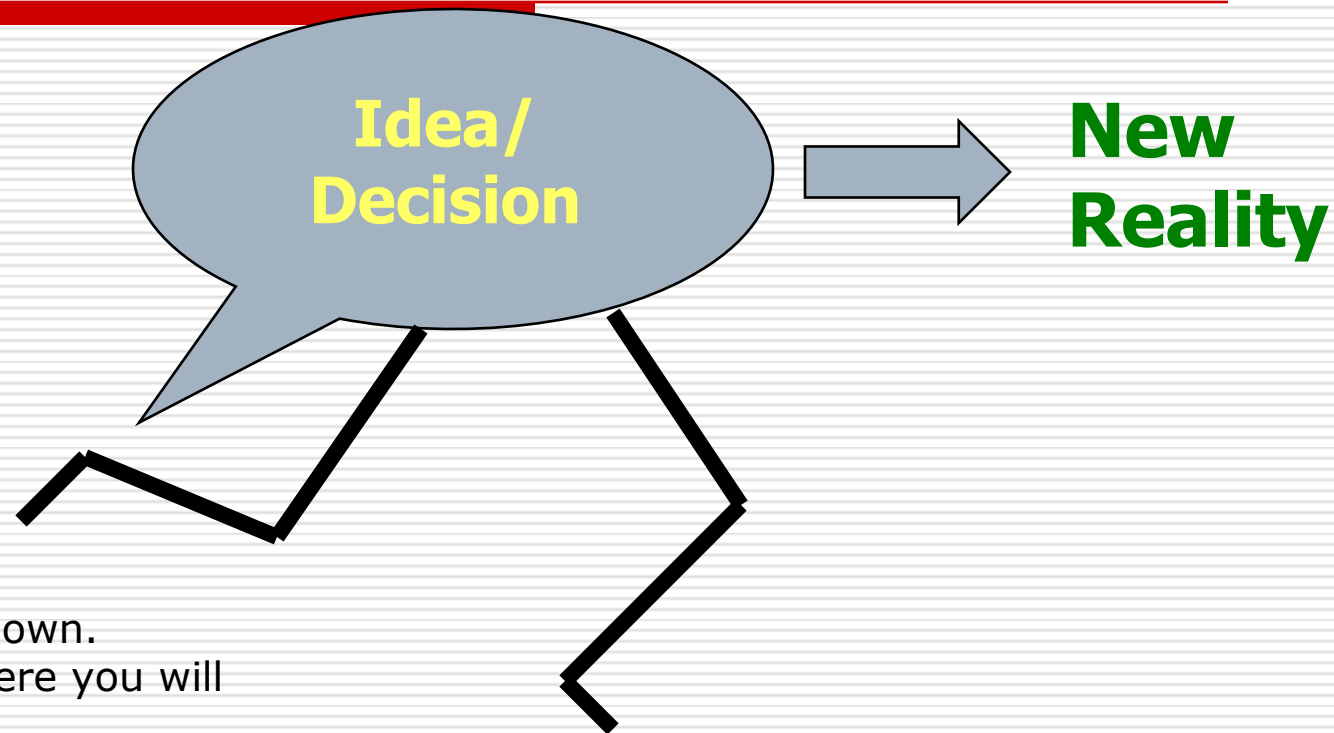


Change is Hard

- Behavioral Scientists tell us there are three things (events) capable of dramatically (radically) altering someone's behavior:
 -
 -
 -
- Otherwise, it takes a Conscious Decision, Intentionality, Hard Work, Persistence and Motivation (WIIFM) brought about by the realization that your current path (behaviors, habits) will NOT get you where you want to go.



A Model for Personal Change: Turning Decisions into Reality



1. Write it down.
2. Put it where you will see it.
3. Share it with a friend.
4. Develop a plan.
5. Become a SME.
6. Start today.

"The successful person has the habit of doing the things failures don't like to do. Their purpose outweighs their hesitancy."

E.M. Grey



Final Thought No. 1: A Model for Organizational Change at Both The Strategic and Tactical Levels:

The EMBoS Protocol™

<u>Eliminate:</u>	<u>Minimize:</u>	<u>Build on:</u>	<u>Start:</u>

“Emboss:” to raise in relief from a surface; to
make an indelible impression.

The EMBoS Protocol™ is a registered trademark of J. Keith Hughey



Final Thought No. 2: The Weekly Staff Meeting

- ❑ Agenda:
 - ❑ Praise & Recognition
 - ❑ Oops!
 - ❑ The Week Ahead
 - ❑ Concerns of the Community



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