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People Make The Difference whitepaper

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Are You Active In Your Team's Development?

Accepting a leadership role comes with a myriad of new responsibilities and, when things get busy, it can be difficult to know if you're doing everything you should be.

One thing that should never be shifted to the back seat is the development of each member of your team — but, worryingly, [around 50% of leaders do not take an active role in their employee's development.](#)

If you think you might be in the wrong half of that statistic, it could be time to reconsider your approach to development.

What is it about team development that scares so many leaders off?

For some, the stress of leadership becomes overwhelming and the constant need to meet targets and focus on the numbers seems to overtake the need to care for their team. More often than not, leaders complain of never having the time, but this might be the most concerning excuse of all — leaders, with no time to really lead? That's a worrying trend.

Whole organisations can suffer when team development isn't at the top of the priority list; if leaders aren't spending the time developing their teams, it's likely that the team isn't engaged and if they're not engaged, they're less likely to be enjoying and caring about their work, ultimately making the organisation a lot less productive.

Not only that, but a lack of development shows a lack of interest in learning and moving forward — leaving your organisation stagnant.

How many times have you hired someone who was a completely perfect fit for your organisation, or even a perfect fit for the role?

Taking a wild guess I'd say very rarely, if at all. No hire is perfect, they'll need help to start working towards being a better fit for your organisation and the role you've put them in – that's why it's called development!

Development is so much more than just teaching someone how to use the printer and then leaving them to their own devices — your team needs ongoing training, guidance and education. The good news is you don't always need expensive courses or complicated strategies to get started on team development: just a mindset that is focused on the future and their empowerment.

How does development impact your organisation?

- Productivity is boosted. Development leads to engagement, which leads to your team being passionate about the work they're doing.
- Loyalty is fostered. A team member who feels they've been properly cared for and developed in an organisation is more likely to stick around for longer.
- Future leaders are born. If you're spending time developing your team for advancement, you'll have individuals who are ready to lead in no time.

What can your team gain from development?

- A sense of purpose. It might sound cliché, but an employee who is involved with regular development is more likely to see how their work is important and their expertise is valued. It leads to productivity and that all important sense of purpose.
- Skills for a lifetime. Some of our youngest team members are only just beginning in their careers and could go on to have 12 – 15 jobs in their lifetime. It's disappointing to have a team member move on, but you can rest easy knowing that they're leaving with new skills and new knowledge that they gained under your leadership.

Spending more time on developing your team throughout the year can only lead to better things for the individuals in your team and your organisation as a whole.

If you're ready to have a productive, future-focused team but you don't know where to start when it comes to development, People Make The Difference can help you with training workshops, one-on-one coaching and Coach On Call services. To find out more, call us on 0412 333 415 or visit peplemakethedifference.com.au.