

Get OUT (and about)

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Are you a Leader and Manager? Getting out and visiting your workers in their workspaces is one of the best ways to build trust, understanding, and esprit de corps. Taking the time to visit your folks informally in the spaces where they work shows that you really care about them and the work they do. Yes, it takes time to do this, but that time is very well spent, and it will reap big rewards if it's done sincerely and with regularity.

Helping people find their strengths and weaknesses can help them perform better. One way to do this is to identify the things that they enjoy doing. When someone is doing work they enjoy, they often do it better. They look forward to coming to the workplace because it supports them in being the best they can be. That type of leadership and management will strengthen the organization and make it an excellent source of energy, productivity, and enjoyment.

Listening to workers can reveal some of their creative ideas of how to do things more effectively and efficiently. Doing so in an informal, relaxed atmosphere will help them open up and feel free to constructively contribute to improving processes. The next step is to actually implement their ideas and show them that their thoughts and concerns are taken seriously and can have a definite positive impact in the workplace. This will generate more ideas and become a routine method of bringing innovation and initiative to the organization.

Learning what people want for their careers and lives is an opportunity to assist them in achieving their goals. This help will be appreciated and remembered as they take the steps necessary to do the things that interest them and thus contribute to the work of the larger community. People who enjoy what they do set an excellent example for others to follow, are pleasant to work with, and make a positive difference in the lives of many.

So get out and about and visit folks in the places where they work on a frequent basis. Let them know that you care and that you're willing to help them enjoy their jobs. Smile and praise them and make them glad they came to work that day, and they will reflect that spirit in their work and in their lives. As a leader and manager, you can make a big difference. Thank you so much!

Photo: "Ready for the Mission" by Lew Jackson (CGVI #200424)

Leadership Competencies Addressed:

Leading Others; Taking Care of People; Creativity and Innovation