

****Staying on the Cutting Edge ... Professionally and Personally**

To talk about staying on the cutting edge and somewhat “ahead of our jewelers to be an effective coach” what do you think the main suggestion will be?

To read – yes! That will be included, and there are a few things I clearly know as you heard those words depending on your personality. Many of you are familiar with the choleric, sanguine, melancholy or phlegmatic personality test. In case you don't I have a simple question for you to help you identify which you are so you can relate to what I'm getting ready to share!

If you were a part of a team would you rather be the Coach? Quarterback or point guard which is typically the superstar? Assistant coach or trainer? Fans in the stands?

When it comes to reading or personal development.....

Coaches you will make a quick decision on if you will read any mentioned book or not – if you do get the book you have been known to read first paragraph or first chapter and decide if it's any good. You may take one point from a book and run with it and put it into practice. You will read and apply because you decide to – not because someone tells you too. Coaches have a compulsive need for change or improvement so they will learn and grow themselves. You don't need any fluff – just the meat of the matter. You would rather do your reading / learning on your own so you don't waste time...unless you are leading a book club to help others “get it” faster.

Superstars (quarterback or point guard) – Lets be honest you may order the book but may also be a bit unorganized so you may not know where the book is. You would most likely do better with videos and books on cd to help you stay focused vs trying to read a hard copy book. This is different than the choleric who uses books on CD so she

can multi-task. In all honesty you superstars would prefer and totally trust someone else reading the book and just telling you what you need to know. Let me just say that to small snippets of info are much better than handing a superstar a whole book! Whether it's a book or a fb post or email - nothing more than a paragraph or it may not be read! Superstars may start a book excited but it can fade as quickly as it came. You may implement only some of the ideas and probably off on a tangent but it somehow works because of your energy and passion. Where a coach reads on her own, a superstar would rather learn in a group! With popcorn or pizza!

Assistant coach/trainer – Perfection is your thinking – you will research which books to read and how they may impact your business. You read the whole book even if it's not good and take notes and probably type them up. You've been known to have a plan: like read one chapter a day. If someone says it needs to be done, you will do it to be loyal and follow the rules. Most trainers want to completely understand and analyze any and all concepts before they implement them.

How many of you that are trainers read your jeweler handbook? Of course! We won't ask the superstars! Trainers will typically read every word – start to finish. If you tell a trainer WHY she needs to stay on the cutting edge and what it will do for her, she will be on it! I know many of you and totally respect you because my husband is right there with you! If I give you suggested sources today, you want the book title and author and how to spell it!

Fans in the stands – We need you! You will read books to learn and grow but it is also to relax and have quiet time...you might get around to it today and you might not. If you get through one chapter or 5 its all good. Don't give a fan in the stand too many choices of books because making decisions isn't her favorite thing to do. I have learned that you need a time frame to get your reading or training

accomplished. It's probably not gonna happen today unless it's crunch time. You typically procrastinate but you get it done! You all are so easy going and balanced so when you do read and learn and share, people will listen! If only us coaches could just get a few drips of your calm spirit!

That's all fun and true but regardless of your personality type I have great news! There are senior leaders and executive directors in all 4 of the personality groups! They have learned the same thing that Jeff Olson tell us in the Slight Edge:

Personal Development is the greatest gift you could ever give yourself and is also the wisest business investment you could ever make.

Abraham Lincoln said "Give me six hours to chop down a tree and I will spend the first four hours sharpening the axe. In other words, he would spend twice as much time working on himself as the task itself. Most people grab the axe, dull or not, and start whaling away at the tree. And if they aren't making a major dent in that tree pretty soon they quit – and probably mutter something about how it's the tree's fault.

Let's put that in Premier terms..... You join Premier and quickly sponsor your first few jewelers. You hit the ground running - dumping information and expectations on your new jeweler. You call and text, tell them what they have to do and how they have to do it and apply your commitment level to this new jeweler who just got in for some fun and \$500 extra dollars a month. You do this over and over again without learning what has worked and been proven when training new

jewelers. If and when the new jeweler does quick start and then fizzles out with no bookings, you get frustrated and mutter something like.....people just don't want to work.

How you swing the axe or train your new jewelers, how hard you swing (how much you push or put your expectations on them), in what arc (what systems you teach) and with what rhythm on exactly what spot you hit the tree, all these are strategies that affect your actions, and they can all be measured, weighed, and improved... but it starts with the axe itself and the axe is YOU! You must continually be sharpened!

We are the leader of ourselves and of our jewelers – even if you have one right now – and here's why you want to stay a step ahead.

John Maxwell says that “People will only follow someone stronger than themselves.”

That means if you are a 9 on the leadership scale, you will attract and be able to lead people who are 7's and 8's. However, if you are a 6 on the leadership scale, you will only be able to attract and lead people who are 4s and 5s.

I don't know about you, but I want to do everything I can to attract the strongest possible people to my organization. The great news is this can all be learned!

Jeff Olson, tells us that there are three different kinds of learning.

1. Learning by study which includes reading, listening to CD's and audio and attending classes and seminars. We have access to google, YouTube, conference calls, and a website with amazing trainings. You can go to area trainings with guest speakers and talk to jewelers from all over the country to get ideas and tips. We have

an overload of information and access to incredible training! If money is an obstacle check out the sources at your local library! Amazon has many used book options! Talk to your upline leaders and see if you can check out some of their resources!

Leaders – I encourage you to give books and books on CD as contest prizes and Christmas gifts! Gayle Foster once said, They won't just be costing you money. I believe these are gifts that will also make you money!

All of these styles of learning will grow your confidence one lesson or tidbit at a time. And believe it or not, hearing the same information 2,3, or 4 times in different forms from different people is all part of getting it and believing its importance. Shame on you if you ask for the agenda of a training or decide not to go because you have heard that before or maybe even trained on it yourself. If someone in leadership is having the training, it is worth your time to be there! And for those of you in diamond leadership – you have to stay a step ahead – you can't continue to read what your team is reading. As Melissa Terrell says we should be our team's momentum makers and we do that with new knowledge!

Gayle Foster takes this a step further and says that although it will separate you from the pack, reading, listening and learning isn't enough. We need to personalize what we learn. Spend time thinking outside the box on how to implement thoughts and ideas you read into your business just like the axe story. What does what you read look like in your Premier world?

2. Learning by doing (book smart vs street smart)

Confucius said “Knowledge without practice is useless. Practice without knowledge is dangerous”

This is where some of you get a little scared, especially you trainers and fans in the stands – I might lead someone astray, I might say something wrong, I may not tell them what they need to hear.....I need to be completely successful first.

Here is the formula for success – it's quite simple. Superstars, you won't like this but **DOUBLE YOUR RATE OF FAILURE...**

You're thinking of failure as the enemy of success. But it isn't at all ... You can be discouraged by failure – or you can learn from it. So go ahead and make mistakes. Make all you can. Thomas Watson, Sr. says, Remember, that's where you'll find success. On the other side of failure.

We must development ourselves by **DOING** and **APPLYING!**

3. Knowledge through modeling

All the great learning traditions say the same thing: if you want to learn how to do something well, go find a master of that skill and apprentice yourself. Think about college internships and in med school where 2 whole years are spent on watching and working with experienced doctors that are already **DOING IT**. Your personal development has to be a contact sport where you are in contact with others that can help you on your journey.

Whatever goals you aspire to, just seek out people who have achieved the same or very similar goals, or who are well along that path, and go camp on their doorsteps, message them on fb, hop on their conference calls or do whatever you can to associate with them, emulate them, and let their grasp, understanding and mastery of the subject rub off on you. Who are you modeling yourself after?

Do you realize part of growing as a leader is also growing personally?

The slight Edge tells us that you are the combined average of the five people you associate with most – including the way you walk, talk, act, think and dress. Your income, your accomplishments, even your values and philosophy will reflect them.

So who do you hang out with? When you are around them do they empower you? Are your conversations positive and forward thinking? Do you focus more on the past with them or the future?

There may be people that you need to spend less times with! Learn to say 'no' to the good so you can say 'yes' to the best.

How do people see you? Good reputation? Character? Respect? Do they see a balance in your private life. MY STORY –

1 Timothy 3 1-12 “The overseer (leader) must be above reproach”
Test the pass of character

[Matthew 25:21](#)

"His master replied, 'Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your master's happiness!

What are you doing with what you currently have? Your time? Finances? People in your life? Husband? Kids/Family? Are you being faithful with what you have so you can be given more?

People are watching and thinking: if your life is a mess why wouldn't your business be? Do I want to be like that?

The ways of learning I mentioned are easy to do but also easy not to do. We all make choices. What are you doing when others are sleeping or when no one else is watching? Successful people do what unsuccessful people aren't willing to do.

John Maxwell tells us that growth demands a temporary surrender of security. It may mean giving up familiar but limiting patterns, safe but unrewarding work, values no longer believed in, and relationships that have lost their meaning.

Remember that leadership is not something you "do", it is something that grows out of the natural rhythm of learning. Our culture doesn't like that. They want they push button approach.

Let me leave you with 2 thoughts:

1. As a leader, the first person I need to lead is me. The first person that I should try to change is me.
2. Personal Development is the greatest gift you could ever give yourself and is also the wisest business investment you could ever make!

Teams need a coach, assistant coach, trainers, superstars and fans in the stands! It takes us all to make a team worth cheering for!

And YES for all you trainers and assistant coaches – I will post a copy of my notes on the Joy of Leadership fb page!

And it will include a list of books and resources I have used in leadership growth!

