

DIAMONDS ARE FOREVER

How to spot a priceless 'jewel in your team'

Synonymous with being “a girl’s best friend”, when it comes to business, how do you find that ‘jewel in your team’ that will also provide you with continued success and happiness? Lawrence Grant partner, Alan Rajah undertakes strategic planning for the firm and explains how to identify the characteristics of successful business leaders and entrepreneurs that could enable you to recruit your next diamond.

SELF ESTEEM

Firstly, having someone in your team who has self-esteem, who is given the opportunity to grow in confidence, is a real asset to your long-term success. Spotting someone who has a sense of self-worth comes from their belief and confidence that they have a vital role to play in the future growth of your business. A sense of adventure and curiosity they relish the opportunity to try new things to improve their own productivity.

NEED TO ACHIEVE

This is a trait that motivates people to succeed and to excel in all activities, and the ability to play the ‘long game’ if required, to out think the competition. This need is influenced by an internal drive for action and the pressure exerted by the expectations of others (extrinsic motivation). It is the setting of personal goals, reaching the high standards you have set yourself with the determination to win, and being recognised for your achievements.

GOAL ORIENTATION

This could be defined as someone who has either the vision to predict the end result, or plan for the future which will affect either the outcome of their work or that of the entire company.



Alan joined Lawrence Grant in 1994 and became partner in 2001. Alan is involved in all areas of general practice and specialises in valuations of business, due diligence and mergers and acquisitions.

Those with strong goal orientation will be able to accurately judge the effects of reaching the goal utilising their personal skills and the resources around them. By developing these skills, individuals will be associated with positive outcomes whilst creating a ‘ripple effect’ on those around them.

OPTIMISM

The defining characteristic of a successful business leader is their abundance of positive thought. With this power of optimism, you can face any obstacles you may encounter and turn it into a positive outcome. With an optimistic team behind you, your business will really start to take off. Sales will come more easily; your employees

will enjoy coming to work more as they feed off your positivity, and pitching new ideas will become an easier sell-in as your team become enthused and engaged about your ventures.

COURAGE

In the business world you need courage to take risks to succeed in life. Leadership is about making bold and sometimes unpopular decisions. Innovation involves creating ground-breaking ideas, and that takes courage. Generating sales whilst facing repeated rejection before closing a deal takes courage and persistence. If you take away courage, they all lose their effectiveness. Showing courage in taking difficult decisions will help you see the jewels in your team really start to stand out.

TOLERANCE TO AMBIGUITY

Tolerance for ambiguity is the ability to deal with ambiguous situations in a sensible and calm way - meaning that the same situation may be ambiguous in one setting and not in another. Business owners with a high tolerance for ambiguity can normally handle new and uncertain situations with relative calm and ease, whilst someone with a low tolerance for ambiguity is more likely to handle the same situation in a completely opposite way.

STRONG INTERNAL MOTIVATION

Motivation is the driving force that creates the mindset change from ‘desire’ to ‘determination’. You may desire something but are you willing to go the extra mile to achieve it? Motivation is an inner drive to behave or act in a certain manner. Everyone’s motivational receptiveness, and potential, changes from day to day, from situation to situation. Achieving staff ‘buy in’ to the aims of your business goals and values is fundamental to staff motivation. People are motivated towards something they can relate to, and believe in.

Each of us has all the characteristics of successful business leaders, but it is up to us to explore and improve our individual skills so we can then identify the next generation of rising stars. Now it’s over to you to identify and nurture the ‘jewels in your team.’ ■