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What makes an organization and its employee's best in class 'forever'?

By **Kumar Sarma**

During my constant interaction of employees from various organizations during my training/coaching sessions, I always use to ask myself the question-How come this particular company X is going down whereas another company Y producing the same product and being exposed to same market is thriving? How come people keep joining jobs and keep leaving leaders? After lot of discussions with people and self-reflection, the answer was obvious and in front of me. I would like to share it in this article. Though it would be known to many of us, it is always worth repeating the truth more than a 1000 times on what makes an organization and its employees to be the best in class forever and not just for now.

Winning organizations are not just learning but teaching all the time..

Winning organizations which I came across had the powerful focus on developing leaders throughout the organization and at various levels. More than a learning organization, I would say they were a teaching organization. Anybody would call himself/herself a learner. ***The challenge is to take one's learning and make it into something energizing and teachable so that one's learning is made use of!*** A person cannot be an effective teacher unless one is a constant learner & vice versa.

In building a teaching organization an important universal principle comes to my mind.' if you want to get something, you must first give'. What you get is proportion of what you actually give and share with others without expecting any returns. This is especially true if you want to have something that is permanent, everlasting not just temporary and fading. We all need to understand that the 'best way to learn is to teach'. All your weaknesses & strengths be it intellectual, emotional, physical or spiritual would be exposed when you try and teach. If you enjoy the experience with '**self-awareness**', it takes you to the highway of learning & excellence. Many organizations generate best ideas when they are in the process of teaching with each other and not just in the process of 'getting the work done'.

For a leader it becomes crucial for him/her to develop leadership engine throughout the organization. Good leaders are good teachers who invest a lot of their time teaching/coaching to build leaders for generation without the insecurity and fear of being replaced!

Some ways to build a teaching organization can be to:

- 1) Learning/leading/teaching should become a part of every job description and should be **measurable**.
- 2) People need to be involved not just at an intellectual level but at an emotional level too.
- 3) Bring in real life stories from one's life and use the teaching stage as an opportunity to solve issues faced by employees. We need to know that 90% of the problems faced by employees in an organization are issues related to management, not technical issues.
- 4) Leaders should teach employees to think from long-term perspective and aligning themselves with universal principles and values. Hard ask from organizational leaders of today!
- 5) For the budget conscious-Organizations spend 80% of their training budgets on areas like success, motivation, peak performance, overcoming adversity, leadership & creativity .Then comes change, technology, customer service and sales. Now you should know which areas of the leaders should focus their teaching on to improve the company's bottom-line☺

Teaching organizations build strong, invisible foundations in it's employees just as a tree builds the roots beneath the ground not visible to outside world. ***Eventually you end up conquering the rest!***

Most leaders are made not born!

Organizations of today and future need more leaders or managers/employees with leadership qualities. Winning organizations develop leaders at all levels not just at the TOP. The seed to 'lead' is sown in each of us. What matters is our ability to exercise the most powerful faculty given to a human being, which is the '**power to choose to lead and change one's destiny**'. This can happen by developing leadership qualities starting at a personal level and teaching is one's of the best ways to take to be on the 'path'!

It's never too late or early to take up the challenge of first one's leadership abilities and developing them in others. **Learning, teaching and leading are closely intertwined.** It should happen in a continuous loop and it just takes courage from one person in an organization to build this culture.

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Kumar Sarma is certified in PMP, CCNA, CCNP*, CISSP and Six sigma green belt and ITILV3 trained. He is the Director of Training & Business Development at IABA education (www.iabaedu.com) based out of Dubai/India. He has delivered close to 1500+ hours of training in various areas mentioned below. His search for **excellence** includes the areas of project/Engineering management, Information security, leadership, risk management, quality mgmt, six sigma, health & safety Mgmt, various networking technologies and learning various foreign languages. Prior to that he was associated with companies like HCL technologies (CISCO division), EMC data storage Ltd and Network General for close to 10 years. His motto in life is to help organizations and people in realizing their "dreams"! He does this by combining the aspects of science, spiritual understanding, ever existing moral values and natural principles of life in his training/coaching programmes. He is a firm practitioner of the message 'pursue excellence and success has no choice but to follow you'. He holds bachelors degree (Govt Engg College, Thrissur) and Masters degrees in Chemical Engineering (Anna Univ, Chennai). He can be reached at kumarsarma@yahoo.com and also has his profile in 'linkedin'.