

Leadership 101 - Nick's Got It Right...

By Tommy Gibbs

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In a recent 60 Minutes interview Nick Saban, head football coach at the University of Alabama, was talking about what makes him and the University of Alabama so successful.

There are a lot of take-aways in the attached 60 Minutes interview. My favorite is his point that one of the reasons for not being able to create effective teamwork is that "High achievers don't like mediocre people and mediocre people don't like high achievers."

Mediocre people don't want to see others succeed as it makes them look even worse than they are and high achievers have no use for the mediocre ones and want nothing to do with them.

The achievers view the non-achievers as losers just hanging around absorbing perfectly good oxygen they don't deserve. They see them making little or no effort. They don't really want to help them and want them to go away.

Often, leadership has excuses as to why they keep non-achievers around and in the end the non-achievers either destroy the organization and/or run off the performers who finally reach a point of, "I don't need to deal with this."

Just in case you don't want to take time to watch the video here are some of the key points:

1. The team has a chant: "Get Your Mind Right." (Does your team have their mind right?)
2. As the leader, have you created a standard for your organization?
3. Are you watching the scoreboard more than you are watching the processes? Keeping the focus on your processes and making sure they don't evaporate keeps you on the winning track.
4. If you and your team focus on doing your jobs at the highest level, the wins will follow.
5. Great leaders are coaching all the time and are determined to get it right.
6. Chasing Perfection makes you a winner even if you never catch it.
7. The number one thing is to be on time. Being on time shows you care.
8. Do your job on every play. Every down. Every deal. Every situation.

By the way, Nick Saban originally thought he wanted to run a car dealership when he graduated from Kent State. He would have made an awesome car dealer. That's all I'm gonna say.

<http://www.youtube.com/watch?v=xEp47-kX6jg>