

# 11-11-20 Lead Even Past the Line

Tue, 11/3 10:34PM 13:25

## SUMMARY KEYWORDS

leader, team, care, challenge, supported, apply, job, adversity, frustrated, disrespected, deserve, business, situation, treated, integrity, watched, call, lead, leave, selected



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Hey, everyone, welcome to another episode of legendary leaders. Thank you for joining me today we are going to see if I can make it through without my allergies flaring up, I think, goodness for the past, I don't know, a couple of weeks, they've been driving me nuts. Here in the south, we're finally getting a little bit of cold weather, but the mold is out there. And I think the red weed is going so forgive me if I have to clear my throat or, you know, I may sneeze or do something crazy like that, I promise it is just allergies. So with all of that said, let me actually get into what you want to hear today, as opposed to listening to me ramble about myself. And the changes in the weather. How about that. So, you know, yesterday I talked about a situation you may find yourself in, hopefully you never do. But a situation that you're going to prepare yourself for such that you know how to take action, if you find yourself in that, in that scenario, right? A place where maybe you're not supported or disrespected or challenged, or something happens or you're asked to do something that goes against who you are. So today, I'm going to talk about the fact that if you do find yourself in a situation like that, what I want you to do is I want you to not only have the line in the sand for yourself, I want you to challenge you to keep leading your team through adversity, okay? Now, many times, whenever we find ourselves in a situation, and we're just astounded by the, I'm gonna keep calling it disrespect, it's the easiest thing to call it because a multitude of things could happen. But let's just say that, again, you've been disrespected, and you find yourself in a position where you're probably going to have to go find another job. Okay. And I say probably because if you're just a few months away from being at the revenue, that you want to be adding your personal business, maybe you just retire from that company, and you go into your business full time, only you know that. But either way, whether you're leaving to go commit yourself to your business 100%, whether you're currently looking in the job market for another job, while you run your business on the side, whatever your answer is, at the end of the day,

you still have a team reporting to you, that didn't change. The moment that, you know, unfortunately, someone in the organization didn't treat you, like you deserve to be treated.



02:22

Okay? Now,



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I can tell you that it's easy to get into a situation where you get frustrated, or angry, because you know, you deserve to be treated better. And you also know, you're not going to stand for it, you're not going to stand around and let these people think that they got the best of you, I get that. That's human nature. I'm proud of you already for knowing that you're going to stand up for yourself, and that you're going to take care of you and go do the things that you need to do. But while you're making those moves, and you're planning the next steps that are truly best for you, I want you to remember something, I want you to remember that your team is going to be in the middle of all of these things. And they didn't ask for that. Nor did you, you didn't ask to be treated the way that you've been treated, I totally get that. And you need to accept that to realize that you didn't ask for it. But your team didn't ask for it either. And so in all of the actions that you are going to take to take care of you, I still want you to take care of your team. And I talk about you taking care of your team all the time. Because in the corporate world, that's what we're there to do. Our teams are our responsibilities. Okay. So you have a choice in all of this. You can either be pouty and angry, and avoid everyone and be frustrated. And let everyone know that you will not stand for whatever, right? It's sort of like, you know, the back of the future movies with Marty McFly and anytime they call him chicken, he who you call on chicken and you know, he kind of loses mind he would make bad decisions, because he got challenged. And you know, you can watch those movies now and go, what was he thinking? Like, just walk away? Who cares, right? That's where you want to be right now. When people call you chicken, you just need to remain calm and not let it affect your decision making. You're in control. You already know what you're going to do. You're going to leave and run your business or you're going to leave and go help somebody else run their business either way, you're moving on. Just don't create any more drama and continue to do what you do best, which is take care of the people that you've committed to taking care of.



04:35

Okay.



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So my challenge



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for you is to avoid the drama.



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lead your team, protect them.



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Okay?



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guide them like you always have support them. And when the time is right, you leave and you can do that knowing you kept your integrity and that you lead through adversity. Isn't that a better way to leave you know Wouldn't you much rather be seen as you know the type of leader that instead of being that skunky, immature leader, who pounded and stomped around like a two year old, and by the time you know that person leaves, right, if you're being that person, they're looking at you going, Oh, thank god, they're finally gone. Right? Because the foulness that permeated everything that you then did, they just didn't want any part of it, versus you going around and being the leader that you've always been, and having the integrity and guarding your people, no matter what, no matter what's happening around you, such that when you leave, people miss your leadership, they miss your leadership, they're not praying that you leave there, they're like, Oh, my gosh, I can't believe she left. So I'm going to challenge you that if you get into a situation where you where they've crossed the line,



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that you need to take care of your team.



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And you go in with a level of integrity and respect, and leadership, all of the things that I know that you embody.



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And you go be the person



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that truly



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the other leaders in the organization needed to be for you. Because that's what we're talking about, right? I mean, that's what we talked about yesterday, the reason why you're gonna have to draw the line in the sand is because if someone crosses it, and they're not the leader that you deserve, or the organization changes and become something that you don't deserve, it doesn't align with your values, then you have to go,



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right?



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So make sure that through this process, you don't become like them, continue to go and be the leader that you always been for the team that deserves that. So I remember, here's the deal.



06:52

Okay. Now,



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I can't really say that I've gone through all these different pieces, I've watched other people go through these things,



07:00

okay.



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And this is how I have encouraged them to successfully navigate it, and it has worked beautifully. Okay. But I can tell you that



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I remember



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going up against something, not because someone treated me poorly. But I didn't understand the situation at the time. So let me give you a little bit of an example. I remember going in, you know, and I was working my corporate job. And



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I was asked



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directly to apply for a position in the organization. Now, I can tell you that throughout my career, I applied



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for two jobs.



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No, one job.



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One job I had to apply for and actually interview the rest of all of my promotions throughout my career. They were just they were offered. They were just I was tapped and said, hey, you're performing amazingly well. You've earned it, we need you to go to the next level, right? All those great conversations, those calls that you just you are amazed when you get because you're so excited and your works paid off. Right. So understanding that I was asked to apply for a job, it was pretty big deal, especially by the leader of the entire organization, when you're asked by the the leader of the organization to apply for a role that they think you're going to be good at.



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You go apply,



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right. And so I did interview, I had a panel interview, that interview went great. But at the end of the day, I wasn't selected for the job. And I remember thinking, hold on, I was asked to apply. And then I went and saw out the feedback from all the all the folks on the panel. And every single person gave me the feedback that I was perfect. I mean, there was nothing wrong with my interview. And so I was baffled. Okay, so the interview was perfect. I was asked to apply, and yet I didn't get the job. So I was frustrated, right? Because why would somebody asked you specifically to apply for the job, if you weren't really going to be the one considered for it? I'm sort of pointless. So needless to say, I was pretty frustrated. I definitely didn't understand. But I had two pathways I could go down. I could take care of my team that I had currently continue to push forward and do my job very, very well because they didn't know how to plot for the other job. It didn't matter to them. My job at that point was to take care of that team. So I kept taking care of that team. And I did my job and I did what I was supposed to do. And less than a year later, I was asked to step into a role. And an offer was made on the spot to step into a better roll than what I had applied for. And when I got into that promoted position, and I watched the other person who got the position that I had applied for right about a year before Prior to that, I watched them do that, that job and all the things that that entailed. I was so glad that I did not get that job, I was so grateful. And the reason why is because I got an even better job. And the reason why I got an even better job is because I went back and continued to do the job that I was tasked with doing. I took care of my team and I ran that business. And so I know that that doesn't necessarily go hand in hand with the line in the sand and the situation of disrespect. But many times when we think that we deserve a position that

someone else is selected for, we can feel as though we've been slighted or challenged or you know, a ton of different things. At the end of the day, you can still leave the company for not being selected into a promotion. And that's perfectly fine. You can leave a company for any reason. Don't ever question that if you feel like it's time to go, go. But at the end of the day, continue to go and take care of your team. Because you may just find that by taking care of your team, moving your business forward, and really trying to figure out the best path for you. Not letting negative emotions guide you. But the emotions that really matter guide you the the core emotions that define who you are, you're going to find yourself in a better position, it always works out that way. It always works out that way. But I would tell you that if you've made a commitment to a team to lead them, then do that until you decide and you take purposeful steps to step out of that role. On your very last day, in that role, you can tell them goodbye. And then the following day, you're not responsible for guiding them anymore. But until that day happens, you are responsible for them. And I think that a lot of leaders think, Oh, this company is disrespecting me. I'm not, I'm not I don't care what happens to this business, it can completely fall apart if it wants to, I don't care. And then they stopped taking care of their team. And now you've become just as bad as the leaders that you're frustrated with. Be better than that. Be the leader that you've always been. I promise you, your pathway will show itself to you. It always does. But don't be go Don't go down to their level. That's my challenge for you today. In times of adversity, continue to lead your team with integrity and confidence and support. And all of the things that you embody within yourself that your team has come to count on. And until you decide not to lead that team anymore, and it's your last day in that position. Give them the care that they deserve, no matter how you are being supported or not supported in your current role. Okay, that's what I'm gonna leave you with. That's a challenge I'm going to leave you with. That's what I want you to do. And then when you get your business big enough, or you're currently running a business big enough, I want you to think about how you ensure that you're always caring for your team and you ensure that your leaders are doing the same thing, such that no matter what's happening in the organization, no matter the adversity that you face. Everyone that's there feels respected, appreciated and cared for. Okay,



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go and be legendary.