

PRAESTA

Capture The Genius Of Your People

Many leaders talk about colleagues who have stepped up impressively to the challenges of leading through uncertain times.

They have gripped opportunities to contribute their ideas. They have taken responsibilities forward with energy and verve. They have relished the scope to try new approaches. They have been a catalyst for constructive dialogue about making progress amidst uncertainty.

You will have seen innovation all around you, despite the heavy demands on professional and personal lives. How can you now help your colleagues to crystallise their learning, and to use the stimulus of new ideas to refresh their energies? What might be needed to **capture the genius of your people** as they move into their next challenges?

As individuals and teams might it be helpful to reflect on questions like:

- Who has developed our confidence and contribution far beyond our expectations?
- How best do we affirm those individuals and teams who have grown their impact in tough circumstances?
- What do we now observe as latent qualities in people whose talents and potential we had not fully recognised before? How do we help them to grow further?
- Who has contributed well to finding innovative solutions and how can we back their judgment and draw out their creative gifts?
- Where people have struggled to realise their full potential, have we explored what would help them, including perhaps a change of role?
- How best do we acknowledge the pain that people have gone through and the personal sacrifices they have often made?

Finally, it must be a high priority to work out how each person can get the recovery time they need to keep contributing at their best.