

Get to know each other at the office

In order to work together, we need to brew a good chemistry; for that to occur, we have to know each other. We need to spend time getting to know each other's thought patterns, speech patterns, each other's work and play habits, each other's interests and pet peeves.



MANAGING PERFORMANCE

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How do we get to know these things? After all, it's never as simple as merely spending time around a person.

No, we can't simply absorb these pieces of knowledge through osmosis. Our co-workers must allow us to learn about them. To do that, they must trust us. Being an effective leader means knowing how to build trust.

Through that trusting relationship, effective leaders get the information needed to solve problems and handle challenges. The stronger that bond of trust, the more straightforward and open your workplace's channels of communication will be.

Let's define the word "problem." A problem is not something to be looked on as a negative; rather, we should look on it as a potential for positive growth. A problem, quite simply, is where we are right now versus where we would like to be. For an effective leader, a problem is just a catalyst for positive change.

As a leader, you should know how to facilitate change within the workplace while satisfying the needs of the project and of team members. You must understand how needs change as values and beliefs change, and must be able to adjust accordingly.

Values and beliefs are powerful factors that spark powerful passions, strong emotions in people that may push them in either direction -- with or against the project. Passions such as these are not easily swayed or changed. It takes a real emotional event to do so.

An effective leader knows how to navigate a significant emotional event. The first step is in realizing that thoughts are inseparable from feelings. The trust you build with your team will enable you to help team members work their way through both positive and negative emotional events while keeping them on track with your project.

Ultimately, it will be your actions and your behavior as a leader that will build trust.

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