

# DRISCOLL LEARNING

*Empowering Environments Where Learning Is Embraced*

www.DriscollLearning.com



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## *The 10 Biggest Leadership Mistakes To Avoid*

Anyone that is a boss, a manager or a leader knows that strong leadership qualities are a must if you and your team are going to succeed. There is so much information out there on how to be a great leader; however, there are also things that should be avoided if you're in a leadership role.

**The 10 biggest leadership mistakes to avoid include:**

1. **Forgetting to listen** – Leaders have an agenda, a plan and a mission that they are trying to carry out. However, they can sometimes forget to listen to the advice of others. There is wisdom in consulting people for advice and ideas. Listen to those around you and put your heads together.
2. **Ignoring the details** – Leaders can often fixate on the big picture. The only way you can pull off the ultimate goal is to stay the course and note the details that it takes to get there.

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Are You Avoiding These Leadership Mistakes?

## *The Cost Of A Bad Hire*

When you need to fill a position, you are often in a time crunch and feel urgent. No matter the need, try and slow down to hire well. The cost of a bad hire is both pricey and hurts a variety of other areas of your business.

### **Costs Associated with a Failed Hire**

In the event that you make a hire that doesn't work out, you'll find that the costs associated with this unpleasant situation are not just financial.

Other Costs include:

- Salary loss
- Recruitment time
- Training and education
- Missed deadlines or potential business
- Team morale
- Increased supervision

When you think about all those costs, then you'll want to avoid a bad hire more than anything. Some of the most trying aspects of the above list are recruitment, training and a greater need for supervision.

### **Recruitment Process**

Whether your company recruits themselves or uses an agency, there is a lot of time invested with recruitment. The process can be long, expensive and overwhelming when trying to recruit top talent.

If your company makes a poor hiring choice, you'll have to go back through the process all over again.

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In other words, a leader should avoid ignoring the details. They matter and are what helps you to achieve the overall project or mission.

3. **Missing individual successes** – Don't forget to give credit where credit is due. Your team will thrive under a little pat on the back and encouragement. If you miss celebrating individual successes, then you could miss a very important motivator for your team.
4. **Slow to change** – Strong leaders should be quick to change if it makes sense. You gain nothing by making the process slow. If you can make an improvement for your team or company, then go for it.
5. **Being “incognito”** – Don't get lost! Your employees should be able to find you with ease. If they think you are always gone or unavailable, then you will miss opportunities to mentor them.
6. **Skip the micromanaging act** – No one likes to be micromanaged. Be sure to hire well and you can skip the constant checking up on them and the getting into every detail.
7. **Not communicating well** – The goal should be to inform your staff about what's happening in the company. The less surprises the better for your team. Good communication is important for success.
8. **Making things about you** – Don't make everything about you. Your team will get annoyed and not respect you. Be sure that you are open to helping the team as a whole rather than just you.
9. **Not admitting your mistakes** – Leaders need to admit when they are wrong and make mistakes. Your honesty with the situation will help your team see you as more human and even more approachable.
10. **Not being willing to fire people** – Terminating someone's employment is never a good situation. However, leaders need to be willing to make a change and fire someone when it is warranted.

*Continued on next column –*

Leaders should focus on how to lead and avoid these 10 mistakes at the same time. Strong leadership is essential to the success. ♦

~ Written for us by our associate Gary Sorrell, Sorrell Associates, LLC.  
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*Continued from page one – Bad Hire*

Costs and time spent include:

- Ad placement
- References
- Criminal and credit checks
- Interviews



Recruitment should be carefully handled and have several people involved during the decision making process.

***Beginning Costs***

In the beginning, you'll spend time with your new hire in training, orientation and completion of new hire paperwork. Since you spend so much upfront time with your new employee, it becomes harder to terminate because you're left with the hope it will work out. You'll save time and money by making a necessary change rather than continuing to invest in someone that is not the right fit.

***More Supervision***

If the employee is not performing well, they will require more supervision and will impact your ability to complete your own job in a timely fashion. This makes the bad hire more costly, frustrating and even hurts other employee's performance.

Don't get so rushed in the hiring process that you make a choice you'll live to regret. Be sure to do more than one interview, complete your company's hiring process in full and consider in advance the real costs associated with hiring your candidate.

Your HR department will appreciate the care, effort and thoroughness in making a solid hire. ♦

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*“A bad hire can have grave consequences for even the healthiest companies.”*

*~ Unknown*

## Case Study – Spartan Logistics

Driscoll Learning plays a key role in their client’s strategic team development. As a company, they provide solutions for improved communication and stronger leadership skills. They encourage management and employees to work well as a team and build relationships that will last long term.

### Team Building



Bryan Driscoll

believes that in order to have a cohesive, successful team with strong leaders that you must focus on team building. His programs help organizations to create an environment where training is welcomed, enjoyed and has a positive impact.

The following program attributes help with team building:

- Build trust with programs that help facilitate team relationships.
- Break down barriers that encumber business results.
- Focus on rapport between all departments and encourage communication.
- Don’t forget to have fun as a team.

### Spartan Logistics

Steve Harmon, Managing Director of Spartan Logistics, feels that training is essential in order to invest in your team. He continues to say great things about the Driscoll Learning program that his company took part in.

Harmon said that he already had an outstanding team. However, he had a sincere desire to motivate and train them in order to foster further growth and increase their leadership capabilities.

Driscoll Learning made a huge difference for Spartan Logistics. In fact, they continue to use the tools and assessments within their company on a regular basis.

### Annual Meetings

Spartan Logistics is a big proponent of the value in professional development at annual team meetings. Recently, Harmon said it’s the one time a year where everyone is pulled from the field to meet together, which is an investment in each individual and the company as a whole.

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*“What we fear of doing most is usually what we most need to do.” ~ Ralph Waldo Emerson*



## One Minute Ideas

### Calendar – Fun Facts



- March 1 – [Peace Corps Anniversary](#)
- March 3 – [National Anthem Day](#)
- March 6 – [Oreo Cookies](#) sold for the first time in 1912
- March 10 – 1<sup>st</sup> paper money issued in 1862
- March 12 – [Girl Scout Day](#)
- March 15 – [Ides of March](#)
- March 17 – St. Patrick’s Day
- March 18 – [First Walk in Space](#) (1965)
- March 20 – First Day of Spring
- March 21 – First ever Tweet on [Twitter](#) (2006)
- March 25 – Pancakes First Made (1882)
- March 29 – [Coca-Cola](#) was invented in 1886
- March 30 – Pencil with Eraser Patented (1858)
- March 30 – Alaska purchased from Russian Empire (1867)
- March 31 – First Map of US Published (1784) ♦

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Tel: 614-873-7227

E-mail: [bryan@driscolllearning.com](mailto:bryan@driscolllearning.com)

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Spartan Logistics’ annual meeting as a team is invaluable. Harmon is often asked why he spends so much time, energy and resources on training. He explained, “The biggest mistake that a company can make is to fail to train their staff.”

Harmon said that people are afraid to train their teams because they will improve so much and then leave the company. His response was that it would be a shame to let them work for you without the tools and knowledge to make them and your company successful.

*“The biggest mistake that a company can make is to fail to train their staff.”*

### Dynamic Communication

Spartan Logistics feels that the Driscoll Learning assessment tools and training positively impacted their team’s communication, awareness and understanding of each other. People were motivated to communicate more freely based on their DISC profile results. Harmon said the time for a little introspection helped everyone.

Spartan Logistics felt the dialogue and communication styles of their staff were enhanced by the team building activities. Further, they helped them to sharpen their leadership skills.

Driscoll Learning works to provide their clients with the tools necessary to reach their goals and succeed as a team. They provide amazing service and materials sure to enhance the skills and growth within your organization. ♦

***Give us a call today to see how we can create a program for your company.***

Driscoll Learning 614-873-7227 [bryan@driscolllearning.com](mailto:bryan@driscolllearning.com)



## DRISCOLL LEARNING – Seminar Schedule

For more information, visit our web site at [www.driscolllearning.com](http://www.driscolllearning.com)

Session Title	Time	Date(s)
<b>The Sales Connection Breakfast</b>	<b>7:30AM – 9:00AM</b>	<b>Thursday, March 9<sup>th</sup></b> Go to <a href="http://www.thesalesconnection.org">www.thesalesconnection.org</a> for details & registration
<b>Business Briefing: What is Talent? Talent Selection &amp; Job Benchmarking</b>	<b>8:30AM – 10:30AM</b>	<b>Friday, March 17<sup>th</sup></b>
<b>DISC &amp; Driving Forces Certification Process</b>	<b>4:00PM – 4:45PM</b>	<b>Monday, March 20<sup>th</sup></b> Go To Meeting (email Bryan for details)

All sessions held at: Dublin Entrepreneurial Center 565 Metro Place South, Suite 300, Dublin, OH 43017