

DRISCOLL LEARNING

Empowering Environments Where Learning Is Embraced

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Artificial Intelligence Threat

Artificial Intelligence (AI) poses a threat to eliminate a variety of jobs today through automation. To define, AI makes it possible for machines to learn human-like tasks through experience. Computers can now handle many tasks and process large amounts of information and patterns in data. This is a serious concern to society and how we run business and livelihoods.

The Threat of Mass Unemployment

If computers replace employees, what would that look like? Research shows that we could have a mass unemployment on our hands. The top positions that could disappear are real estate brokers, sports referees, and insurance claims adjusters because AI would be able to handle these roles well and it would be cheaper.

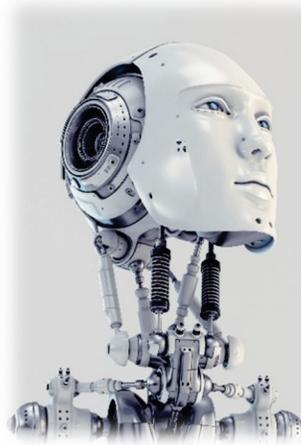
People would act out in fear if this happened. Lawyers, managers, writers, and other white-collar workers would perhaps be in rebellion out of frustration, fear, and lack of work.

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Are You Prepared For AI In your Business?

Leaders Excel With These Different Leadership Styles

Drive, along with effective leadership, allows you to develop a strong robust team and grow your business. Make sure your decisions meet challenges head-on with these 6 effective leadership styles:

1. Action-Oriented

This leadership style will feel very comfortable to high potentials on your team. “Getting the job done” is critical for action focus team members facing tight deadlines and specific project guidelines. Quick decision making is imperative and often there is no time to test and tweak to deliver results needed in your organization.

2. Transformative

Encourage transformative style team members to bring new ideas to the table frequently. As a leader, you need to ask qualifying questions and give time to process and offer options. When transformative style leaders feel their ideas affect the team positively, it encourages them to keep pushing forward.

3. Encouraging

Giving your team the confidence to produce ideas will help take the organization to the next level. Providing them with constructive feedback and reflecting on past successes, will encourage them toward future success.

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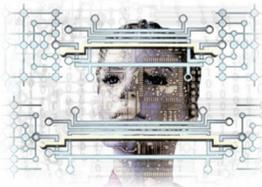
Continued from page one – *Artificial Intelligence*

They could be replaced by AI.

AI Capabilities

People have thought for years that computers would never be able to replace people for different reasons. A few of them include the ability to:

- Show empathy
- Be emotional
- Creativity



However, as time passes, these are becoming more and more part of the AI capabilities. Two decades ago, this was unfathomable but it's clearly possible today. Those that work on the continued development of AI have even begun to show signs of concern for the future and what the capabilities look like.

Potential Revolution

A revolution of white-collar workers could be a potential result to AI taking their jobs in the future. White-collar workers have a sphere of influential people. They are organized. They understand the larger problem, and can gain sympathy from others who could potentially lose their jobs too.

The underlying problem of a potential revolt would be a politico-economic system that does not separate wealth and state and focuses on wealth above all else.

AI is something to pay attention to since it is a threat and one that only continues to grow. The job market as we know it today is changing and will look quite different as the years go by. What should we do as a society to improve this situation?

AI appears to be here to stay and we need to think through what that looks like and how to handle it for the future. ❖

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"As we look ahead into the next century, leaders will be those who empower others."
~ Bill Gates

Continued from page one – *Leadership Styles*

Often team members lack the confidence to speak up even though they have the right information. Provide an encouraging environment and keep everyone focused.



4. Empowerment

Build your team's authority by allowing them to make decisions and execute their ideas. A team that has the ability to make effective decisions will reduce turnover and increase engagement and ultimately can contribute to bottom-line effectiveness.

5. Reflective

Self-reflection is the key for this leadership style. Analyzing past events, actions, and results will help generate new ideas & solutions. This allows you to experience insights that may result in better opportunities for the future. This style is powerful, but it can be difficult at time as it requires you to put aside your vision and inspirations to let the team discover its own path forward.

6. Idealistic

For some, this style comes naturally and for others, it takes work. As an idealistic thinker, it is important to demonstrate the desired outcomes. Paint a detailed and vivid picture of the desired results. While this style is highly persuasive, use it sparingly; as its power comes in with infrequent and strategic use. Great leaders know how to leverage natural skills and work on developing individual weaknesses.

It is essential to know which approach is best to use in specific circumstances and know when to avoid overusing one just because you excel at it. ❖

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LEARN OR UNLEARN

Most of us have a number of things that we can learn that will improve our performance and let us achieve our goals. But "unlearning" can be just as important as learning. If you've fallen into habits that hamper you, then focus some of your self-development on changing habits. This is often much harder than learning new things. ❖

Source: Career Track Seminar on Dealing with Conflict

Prospecting: A Key To Sales Success

There is an old axiom: “you have to hunt where the ducks are.” This is especially true in selling. If you do not have a pipeline filled with prospects, you are not putting yourself in a position to sell very high volume. The Champion Salesperson recognizes that the lifeblood of sales is prospects. Before you can begin developing prospects, there are a couple of things that need to be defined.

The first step in prospecting is to understand what a prospect is. A Prospect has to meet three criteria:

1. they have a need for your product or service,
2. they have the ability to make a decision,
3. they have the ability to pay for your product or service.

If you are talking with someone and you don’t know if they meet all three criteria, you are talking with a suspect. At one point all prospects were suspects. The key here is that you need to find out if your suspect qualifies as a prospect. If not, move on. Don’t waste valuable time on people that will not buy.

The next step in prospecting is to understand what business you are in. There is a story about a drill bit manufacturer who when asked about his business said, “We provide drill bits for businesses and individuals.” Later that day he saw a man using a hammer and nail and asked, “What are you trying to do?” The man replied, “I’m making a ¼” hole.” From then on the manufacturer recognized he was in the business of helping people make holes. Once you begin to think in terms of what benefits your product or service provides, then you are on your way to defining what business you are in.

Once you know how to identify a prospect and what business you are in, you can go out into the marketplace to target prospects. We’ll discuss this in our next article. ❖

~ Reprint permission granted by author Andre Boykin of CAPITAL iDEA. www.capital-idea.net

ROAD SIGNS IN LIFE

On the highways of life, there are many signs that tell how far it is to the next stop, where the next turnoff is, where you’re going. There are two ways to add road signs to your personal life.

- 1) Set goals. They become your own road signs for where you want to go and the route you want to take.
- 2) Give other people road signs about what you expect in the relationship. By sharing your expectations, you can initiate discussion and clarify both your expectations.





One Minute Ideas

Things To Remember About Planning

Vision – Provides direction - a broad statement of end results

Values – Determine rightness of the direction for...

Decision making – Clearly defined values simplify decision making.

The foundation for business today is provided through values and value-based decisions and behaviors. Business values define the beliefs, standards, and acceptable behaviors.

Mission – Clearly states the steps needed to achieve your vision and how you’re going to get there.

Critical Goal Categories – What must happen to achieve your mission? ❖



"A good plan today is better than a perfect plan tomorrow."
~ George S. Patton

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Tel: 614-873-7227

E-mail: bryan@driscolllearning.com

Visit Our Web Site at:
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Manage Change With Personalities

It's a mistake to expect everyone to react to change in the same way. Instead, says consultants Kathy Kolbe and Jim Woodford, it makes more sense to benefit from what Kolbe calls the instinct-based actions of these four personalities:

1. **Fact-finders** need to investigate and process information
2. **Follow-throughs** want a sense of order
3. **Quick-starts** welcome innovation and risk
4. **Implementors** prefer to transform ideas into reality with tools, machines or their hands



To know which one you're dealing with, says Woodford, listen carefully to what they say when you propose change.

Fact-finders will ask "Why do we need the change and what does it involve?" **Suggestion:** Let them persuade themselves by collecting research to support the need for the change.

Follow-throughs will say "Yeah, but ..." Their comments will show they need to fit the change into existing structures and routines. Suggestion: Ask them to work on the best ways to do that.

Quick-starts will say "Why not?" Suggestion: Have them tackle a change task you know they'll complete successfully. That will encourage the others.

Implementors will say "What real work can we do?" Suggestion: Team them with the Quick-starts to field-test early change tasks. ❖

~ Source: Richard S. Deems, writing in *Human Resource Professional*, LRP Publications, 747 Dresher Road, Ste. 500, Horsham, PA 19044



DRISCOLL LEARNING – Seminar Schedule

For more information, visit our web site at www.driscolllearning.com

Session Title	Time	Date(s)
The Sales Connection Breakfast (Note: At Dublin Chamber Office)	7:30AM – 9:00AM	Friday, May 4 th Go to www.thesalesconnection.org or www.dublinchamber.org for details & registration
Professional Sales Development	8:30AM – 12:00PM	Tuesday, May 15 th Connect with Bryan for location change
Complimentary LinkedIn Training	9:00AM – 10:30AM	Tuesday, May 22 nd Go to www.thesalesconnection.org for details & registration
DISC & Driving Forces Certification Process	4:00PM – 4:30PM	Tuesday, May 29 th Go To Meeting (email Bryan for details)
Professional Sales Development	8:30AM – 12:00PM	Thursday, May 31 st Connect with Bryan for location change
Business Briefing: What is Talent? Talent Selection & Job Benchmarking	2:00PM – 4:00PM	Thursday, May 31 st

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



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