

Financial training For non financial staff



The financial training specialists

A different viewpoint (profit, cashflow and strategy)

I wrote last week about a friend who had had a new Managing Director appointed to her Business Unit.

The MD has made several changes to his senior team. Every new team member has been someone who has worked for him in a senior role previously. He says he needs to trust his senior team, and he can only trust people who have already worked for him in a senior role.

This raises several interesting issues.

First, several of my friends' colleagues have worked out that their path to promotion has now closed, and are leaving.

But, more dangerously, the new MD is surrounding himself with people who probably see the world as he sees it.

With the same viewpoint, his team may all see the same opportunities, and the same risks. More importantly, they may all be equally blind to other opportunities and risks.

If we are going to succeed we need people around us who see the world differently to us. Who'll see opportunities – and dangers – that we've missed. And who won't be afraid to say so!

How often do you hear "That's the way we do things round here" at work? It's a warning sign that our corporate vision may be blinkered!

It's often salutary to listen to the people who've just joined your organisation. They see things we've long stopped noticing!

How do you get a different viewpoint at work? How do you encourage your team to highlight issues you haven't seen?