

World Class Performance—Isn't That What We Are Really After?

What separates world class performers from everybody else?

I have held the notion, like many of us, that hard work and innate talent were the key factors in outstanding success of world class performers. Recent research looks comprehensively at the science behind the highest levels of achievement, and it does a fine job of bursting this delusion.

Here's is what has been discovered.

It is not hard work that distinguishes world class performers from the rest of us. Plenty of people work very hard at their craft and never make it to the top. And it is not a natural gift for golf, chess, singing, playing the violin, etc. that makes them superstars, either. What really separates top performers from the thundering herd is a *highly specific kind* of effort.

“Deliberate Practice” is the key. **Deliberate Practice** is identifying the key units for improvement and then working intently on them, whether you are an individual or an organization. It's not always easy making that identification for yourself, which is why a good coach can be invaluable. These key units of performance almost always stretch the individual or organization beyond their comfort zones.

Because most of us have a lazy bone or two, we will resist identifying and practicing those specific and uncomfortable behaviors and tasks. Practicing them in the right way, in high volume is what makes it challenging. It requires ongoing focused concentration and this mental effort is what makes it deliberate.

Deliberate Practice is identifying what you don't do easily in your pursuit of excellence. Then doing it again and again until it becomes mastered or second nature.

Being good at what we really want to do is deeply satisfying - whether it's painting, playing the piano, reaching goals, teaching others, leading meetings, or anything else. **Deliberate Practice** will improve your skill in almost any life endeavor. If you want to learn more about the pathway to exceptional achievement *Glacier HR Services* can work with you to prove that the upper level of performance is not limited to a chosen few.

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What do you think you need to practice in your organization to make it better? It's an interesting idea for individual and organizational improvement. Is it showing a little more patience? Do you need to communicate goals & measurements more clearly? Do you need compassion? Better problem-solving? Maybe you need to listen and engage people more or follow-up on their ideas.

It is always easier to identify what others can or should do, or not do. Often we can identify what we could do individually, but then we make up all kinds of reasons to avoid the practice of it. Again, a good coach can bring the needed discipline to keep everything on track and moving forward.

If you know what you really need to do and shudder at the thought of doing it, you have probably identified your Deliberate Practice. We work with you to identify some initial ideas and then we work with your employees to see what they think. Through our structured process, we come up with some strategies that are bound to earn you huge savings, as long as you are willing to use some **Deliberate Practice**.

For more information call or email Bob Marsenich at Glacier HR Services.

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