

3 Keys to Help Your Struggling Team Make a Winning Turnaround

There are plenty of tools you can use to help transition your team from a place of hardship to one of prosperity. Dr. Mark Rutland offers three that he has seen transform stressed organizations with remarkable turnarounds. Tune into this episode of *The Leader's Notebook* on the Charisma Podcast Network to learn the secret(s) to his success.

Dr. Rutland says he heard somebody say one time, “great leaders never say I told you so.” He says he could not disagree more. “I believe great leaders need to say, ‘I told you so,’ and need to say it frequently. Because it creates and builds confidence in your leadership for the next level of changes.”

He parallels it with a common football analogy: “When somebody bigger than you, stronger than you, is running at you with full force, and you’re going to run into them, your instinct is to put your head down. The only problem is, you cannot make a good open field tackle with your head down; you’ll miss him. You’ve got to keep your head up.”

His strategy then is to say to a player, “‘Keep your head up, keep your head up, keep your head up.’ When he finally makes a good clean, open field tackle, you say to him, ‘Now you see, I told you, if you would keep your head up, you’d be able to make the tackle.’”

According to Dr. Rutland, “Winning teams tend to keep winning. Losing teams tend to keep losing.” So if you want to go from leading a losing team to a winning team, Dr. Rutland says, “You have to create short-term wins.”

For more on how to build the best turnaround for your struggling team, listen to the full podcast here. {eo}