



You Can't Do It On Your Own

So you have developed your self-awareness to the point that you have honed your development plan to perfection, you know what you need to focus on to build on your strengths and mitigate some of your risks. You have some clear goals for success and great measures to know when you have got there – awesome, well done.

Who are you going to get to help you get there?

You might be able to do this skill, experience and behavioural transformation on your own whilst continuing to excel at your day job, investing in your family and friends and your hobbies but I am not aware of a single professional sports person who would attempt to grow without some help. And let's face it; most of them get paid less than you do.

So whose help do you need? Let's give the "job titles":

Champion: you need someone on your side telling you when you are doing well but more importantly you need someone on your side telling the people that matter that you are doing well. You need a champion (or champions) who have access to your work but also have access to people of influence. You need someone who will tell your story to people who can give you the next role or stretch project.

Mentor: someone who has been there and done that, who can advise you on what they did and shouldn't have done in the situations you are about to embark on. Your mentor is your wise owl, who is both experienced and willing to share what they have learnt to help you accelerate your success.

Peer support: If you are striding out, attempting to be ahead of the rest, there is a risk some of the rest will be unhappy or jealous with your attempts to shine. You need colleagues who understand what you are doing and that want to support you do it and are willing to be honest with you about how they are seeing your approach. Your peer supporters are keeping you honest and true.

Coach: we have rehearsed in these discussions the importance of a coach on a number of occasions so I won't bang on again, but your coach is your facilitator, your challenger and the one holding you to account.

Friends and family: All of the above are directly or indirectly in the work environment but you need the emotional support of those who really care about you and see you at your best and worst.

We have the job descriptions; now we need to do some recruitment.

1. **Make a list** of names of people who could fill each of the roles, you should have at least one per role and you might not know some of these people well yet. Remember if you are stretching yourself you need to reach outside of your normal circle for help.
2. Against each outline **their stake in your success**, what do you need from them and what's in it for them?
3. Define the **current relationship** you have with them. Do you see them every day, or do you currently bump into them in the lift once a month and they don't know your name?
4. Define the **future relationship** you desire. What is the interaction you need from them? How often? Through which media?
5. **Make a plan**; clearly state what you need to do to get them in role and on-board.
6. **Tell them.** Do not attempt to have people on your support list who don't know their role; secret mentors don't work. People who understand their role and what you need from them will work much harder for you than those who are innocent of your intentions.

The final action on your list, and this might be a more long term one, is to pay it forward. Who can you be a champion, a mentor, a peer support, a coach or a friend to? If you received sound advice, guidance and support, help others. An abundance mentality will bring more success to the world and more respect to you.