



Bryan Dunlop, International Speaker

Discusses..... The Benefits of Being 'The Weakest Link'

The Raise Your Game Conference run by Podiem (a consultancy based in Belfast) was a great opportunity to meet and spend time with Sir Steve Redgrave.

Of course he had many interesting things to say, one of which was that one of his objectives as a senior and highly respected member of the British Olympic Rowing Squad was to be "the weakest link". When I asked him what he meant he said:

"My success was dependent on the quality of the people around me. In a four year Olympiad, you couldn't predict what would happen to whom. I was always trying to understand the implications of having to row with the "weakest" member of the squad. Would we still win was the most important question?

Winning was my objective, I've always been clear on that. As I couldn't afford to have my objective compromised by the ability/mindset of others, I always invested in their development. I couldn't afford not to. For that reason as far as the Squad was concerned, my objective was to be the weakest link".

How many people in big companies become concerned if the people who are "junior" to them suddenly demonstrate enhanced capability?

How many Managers talk about hiring people who are better than they are and how many actually do?

How many of them miss the point that in the act of becoming the weakest link, you demonstrate incredible value to the organisation?

Words of wisdom are easy to find, people who use them aren't so easy to find.

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