

# ***This Month's Jolt of Java***

## ***"Today's High Performing Teams Need Dinosaurs to Be Elite and Effective"***

***"Rod, you've been here awhile and I want your opinion. I know we have a great deal of talent on this team, but what do you think is keeping us from being a top team? What is the ingredient we are missing to be an elite team and organization?"***

*"High Performing teams make sure they have older, mature team members to balance their culture and lead others."*

*We are seeing it more and more in today's world... Teams and organizations that hire and acquire highly talented and skilled people, spend a great deal of money on analytics or data interpretation yet don't end up with a winning product. So they fire the coach or CEO, maybe even move around some team members or remove them, hoping this will solve their problems, when in reality it isn't a talent problem or even a coaching problem - it's an "internal team" leadership problem. You don't need a new Coach or CEO, you need a 'Dinosaur' or two, to lead your culture and team from within.*

### ***DINOSAUR (din-no-saur) ROD'S LEADERSHIP DEFINITION:***

***An older person with years of experience in a specific industry whom "the world" may see as obsolete. However, when utilized properly, this person can be an indispensable leader who can provide stability, insight and mentorship from within which can produce a high performing team and elite culture.***

*My answer to the president's question above was this: "You don't need more talent and you don't need a new coach, you need at least one 'dinosaur' to run your locker room. You need to find a mature, veteran player who can still play but understands his role is to be an extension of your coaching (leadership) staff and lead these young players from within the team. Quite simply, you are missing a mature team leader who can keep this team in line when the coaches aren't around and provide the wisdom and direction the young players are lacking both on and off the field."*

*This month I want to give you 7 reasons why you should be intentional about having a 'dinosaur' or two on your team or in your organization.*

### ***7 BENEFITS OF HAVING A 'DINOSAUR' ON YOUR TEAM IN TODAY'S WORLD***

#### ***1. 'DINOSAURS' ARE DEDICATED***

*Veteran team members understand opportunity and are usually big picture driven. At this stage of their career, they want to produce higher quality work and normally want to leave a legacy and make an impact. They are also willing to dedicate themselves to others and the betterment of the organization or culture.*

#### ***2. 'DINOSAURS' POSSESS PRICELESS EXPERIENCE***

*Veterans are equipped with years of valuable experience. Their experience makes them experts at identifying and rectifying inefficiencies in your organization. They can also be a huge resource for mentoring your future leaders.*

#### ***3. 'DINOSAURS' ARE HIGHLY FOCUSED, PRODUCTIVE AND CREATIVE***

*The problem with many of us growing up with technology like smart phones and tablets, is that we are easily distracted and makes it harder for many of us to concentrate and maintain focus, thus impacting*

productivity. We have also learned to rely only on technology for solutions, whereas a 'dinosaur' has learned to solve problems with more than just technology and can bring creative ideas to the table.

#### **4. 'DINOSAURS' ARE PATIENT AND HAVE PERSPECTIVE**

'Dinosaurs' didn't grow up in a world of instant gratification so they are patient, process driven people. Quite often they have dealt with long term partners, raised kids and worked in many different environments which means they have learned the necessary skills to help them discern what battles to pick and when to exhibit patience and perspective.

#### **5. 'DINOSAURS' HAVE HIGHLY DEVELOPED COMMUNICATION SKILLS**

The ability to know how and when to communicate is an artful skill that is fine tuned through years of experience. 'Dinosaurs' often understand how to navigate work place or team politics and recognize the importance of face to face conversations in today's world. They know how to play the game.

#### **6. 'DINOSAURS' KNOW HOW TO HANDLE STRESS AND PRESSURE**

'Dinosaurs' have had years of experience dealing with stress management. Usually, they have had to overcome nearly every type of stressful, pressure packed situation known to man. They can be of great help to younger team members who need to learn how to overcome stress inducing situations at work and at home.

#### **7. 'DINOSAURS' SPEAK TRUTH AND CAN BE GREAT MENTORS**

'Dinosaurs' exude confidence because of their experiences and aren't afraid to speak truth to power and others. It has been said that 'more is caught than is taught', and leaders and coaches can teach the younger team members, but 'dinosaurs' can walk through life with their team members and mentor along the way and this is a separator.

'Dinosaurs' can be a competitive separator, especially in today's world where data and leadership material is abundant and at times, over valued. As a head coach, I always wanted an older veteran coach on my staff and we were also intentional about finding older players who could help us drive our culture and lead our players properly when we (as coaches) couldn't be there to do it. Remember, it isn't enough to just be talented. Team members and organization leaders need to be taught how to navigate life properly and a 'dinosaur' next to those people may just be the missing ingredient your team needs.

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#### **Questions for Discussion:**

**-Do I value 'Dinosaurs'? (Why or Why not).**

**-How can our team or organization better utilize veteran leaders?**

**-If I am a 'Dinosaur', how can I better use my experience to help others in life?**

*Make it a great month, be a Legacy Builder and Merry Christmas!*

Rod Olson or "Coach-O"

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