

BARRY
Davis

Losers to Winners

The Five Keys to Turning Around Any Organization

Change agents determine the problem, set a vision, and exercise deliberate action. Any organization looking to transform from losing to winning requires these five keys. The catch is all five must be present.





Leadership and Its Development

Leading yourself and others.

There are no defined guidelines or formulas for leadership. It is a difficult term to grasp. But its importance in building successful organizations is critical. Leadership and the development of leadership will always associate with winning. Not losing.



Leadership is not innate. It is a learned skill that enables people to look beyond the obvious and see what others cannot. Leaders look for problems. They set visions. They establish a shared plan through a collaborative effort among all team members. Then work toward that set vision together.

Elite leaders accept the blame in defeat and offer praise in victory. They have your back. Leaders are influencers. They show impeccable character. And, through intentional and consistent effort, leaders develop relationships among their followers. These relationships promote ownership. They empower, motivate, and encourage others to be the best versions of themselves. Leaders develop others. There is no substitute for elite leadership.



KEY #2

Be Consistent and Communicate

Be clear. No surprises.

The best organizations and teams offer no surprises. Everyone knows what is coming. The leaders are consistent. They are intentional. It is this modeling skill reflecting the organization's goals. This promotes true buy-in and strengthens the entire organization or team.



Communication is a fundamental foundation to organizational and team success. But it is the consistency in communication that distinguishes itself from the norm. The language promotes a focus on the process, not the results. This is a no-surprise method. Leaders promote uniformity within the team. They offer consistent messages galvanizing the team concept. This improves the chances of meeting the shared vision.

Elite organizations and teams have a consistent approach. It is clear and concise. It is the process and only the process that matters.

Standards

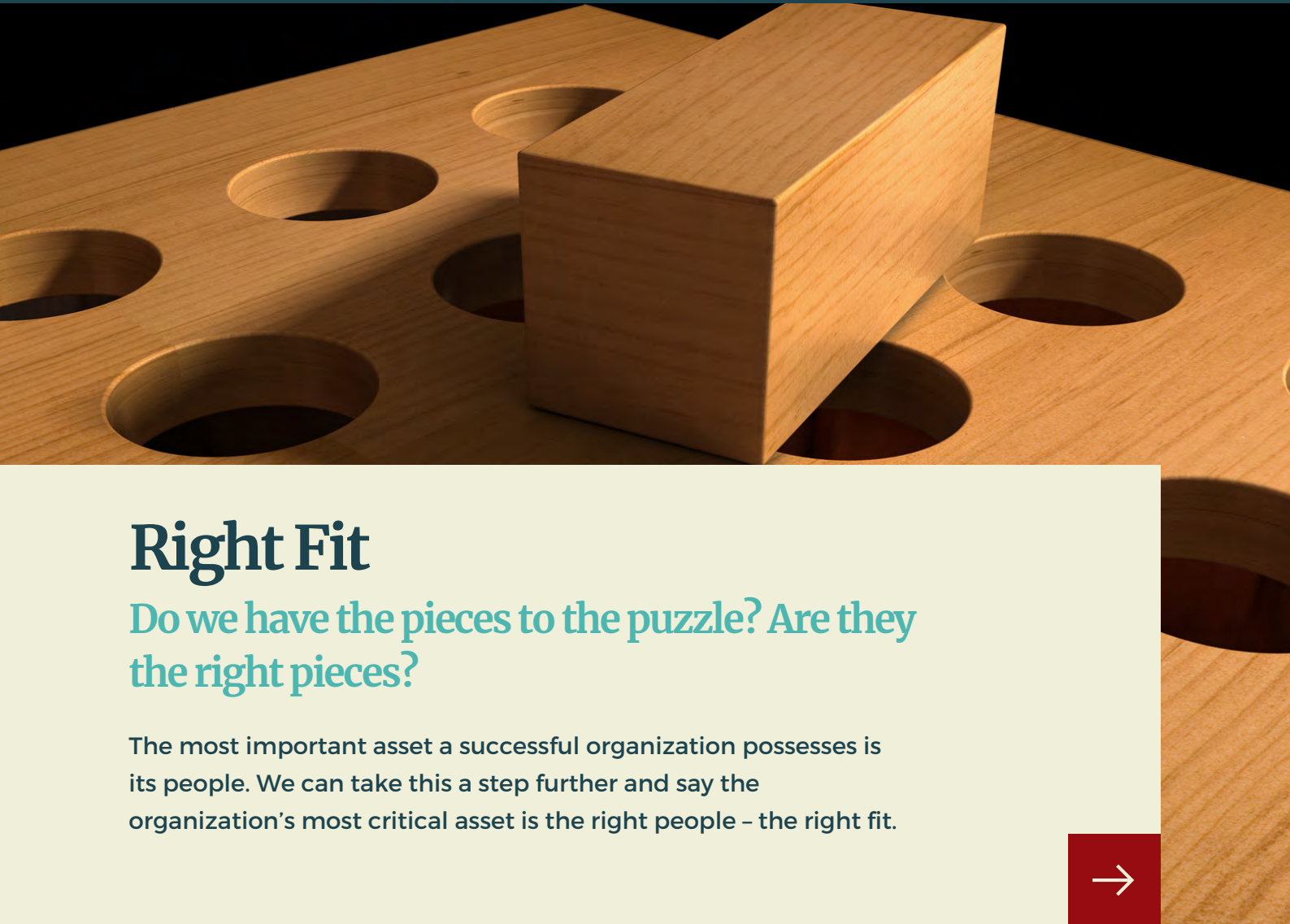
Dismiss the ordinary.

Standards define an organization or team's principles, values, and beliefs. It is how an organization measures itself. Elite organizations have a gold standard.



It is a chase for perfection with hopes of capturing excellence. It is the organization's collective mindset pushing themselves beyond their comfort zone. All without a negative thought. The standards ask for and demand everyone to aspire to be great. Without these uncompromisable standards, achieving excellence becomes tougher and tougher.

So, it is first we will be best, then we will be first. That is the standard.



Right Fit

Do we have the pieces to the puzzle? Are they the right pieces?

The most important asset a successful organization possesses is its people. We can take this a step further and say the organization's most critical asset is the right people – the right fit.



A person determined to be the right fit must own a physical skill set that enables one to execute their job. And aligned with a physical skillset is the mindset or a person's character. These qualities include mental toughness, self-discipline, and a selfless attitude. It is a person who can focus and refocus. They filter the distractions. They avoid the speed bumps and tune out the noise that goes with the day-to-day chores needed to be successful.

Excellence requires much from its leaders. They must make a conscientious and painstaking effort to recruit the right fit. It may be the most significant decision a leader will make as the head of an organization or team.

Attention leaders: Be smart. Collect the right people.

KEY #5

Growth Mindset

A never-ending journey to know more than before.

A growth mindset is vital to an organization or team's success. Personal growth is a never-ending journey. Never. Becoming a life-long learner is a standard in successful people and thriving organizations. Not remaining status-quo.



Those with a growth mindset have a strategy for building the skills needed for the life they want to live. A want-ethic is no work ethic. Growth demands action. Yes, action. To grow, one must develop habits that are in line with the dreams they have. It is these habits that promote an enhanced version of oneself. Habits produce results.

Growth requires mental toughness. A permission slip to fight through personal mistakes, adversity, and discomfort. The elite organizations and its members embrace it. It is an opportunity to improve and learn. Productive discomfort is essential to personal growth.

Yes, the growth mindset and its process trumps status-quo thinking every time. Hard over easy.

ABOUT DR. BARRY DAVIS



I help athletic leaders and executives become better leaders and elite at their craft by developing their culture.

Barry Davis has been a head baseball coach and a leader in collegiate athletics for over three decades.

- Four-time National Coach of the Year at Gloucester County College
- Three-time MAAC Coach of the Year while at Rider University



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