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with Daniela Claudia Szàsz

Kolumne von **Dany Szasz**

Meetings,
Events
& Workshops

Over the last while I have had a few conversations about the topic what makes the most sense when it comes to the training of a (your) team. Which events are the best, at what point is it considered going overboard and what things "should" you just avoid doing altogether etc. There are leaders, who apart from company events, do little else themselves to train their team in a more purposeful goal-orientated manner. They promote and use what's at hand, and see no need to do more. This is a method, which seems to work well for these leaders and they have established themselves around it.

These leaders have invested no time in developing their own working methods and once again prefer to just sit back and use what's at hand. This has proven successful for those who have been in a company for years and have built it up from the beginning using these methods. There was therefore no need to change anything.

There are also other perspectives and angles on this. Other leaders think long and hard about what they could do or offer in order to make their team more successful in a quicker more goal-orientated manner. Every established leader strives to provide their team with the best possible knowledge. Many of them invest lots of time and money in perfecting their own working methods, methods that led to their very own success. Therefore, it's understandable that they aren't exactly enthusiastic about making these methods accessible to every sideline/crossline, whose turnover they have nothing to do with. They would have just as little appreciation if the company suddenly decided to copy these successful working methods and then made them available to everyone. However, that's a topic for another day.

Let's get back to the topic at hand. Strong leaders have therefore developed a working method for their team and offer this to them internally. In order to teach the implementation of this correctly they need to - and are going to - offer their own "closed" workshops. And this is where the problem sometimes begins. At the beginning, it can be strange for an upline when their protégés become independent themselves. When it's time for them to realize that these are now "big and strong" and can do things really well on their own. I like to compare this to parents letting go of their grownup children.

When understood correctly it really is a reason to celebrate, as it's one less responsibility you have and one less thing about which you have to worry. It means more free time and more time in general for other things. However, such a process of separation is not always easy. You might even find that when you do your own things for your team, this may initially cause confusion within the company, as nobody has ever carried out anything so consistently before.

A leader therefore assumes complete responsibility for his/her team, develops tools and goes ahead with closed meetings that will once again lead to success. However, many "little" consultants always want exactly that, which they don't have. For example: The "trouble-makers" will begin saying things like; have you heard that another leader is doing something exclusively for their team. The team partner may then try to "act all buddy-buddy" with this leader in order to profit from their know how and tools. But what happens if the leader in question says no?

What if they refuse to let this consultant into their meetings because they are "closed" and because

the (developed) advantages are exclusively for their own team?

Full-on internal bullying can sometimes occur here. Either they begin to slag off this leader and try to damage him/her, give out about them at every given opportunity and perhaps even still try every tick in the book to get access to his meetings. Or, if that proves unsuccessful, they may try to stir up trouble within the team, by trying to sponsor people in unethical ways. The things people will come up with are endless.

Something else, which can occur, is that many of the partners within the team don't always realize and appreciate what an amazing opportunity they have. Fact is, no matter how much you as an executive endeavor to make everyone happy, you won't. Even if you have the best and most honorable intentions. A statement from a top networker – Carsten Ledule – is quite apt here: You'll never be able to get everyone to act in concert and follow the same path! How true...

The so-called "nit-pickers" (not meant in a judgemental or mean way) ALWAYS have something about which they like to moan. If you do something for them and their team, they moan about it because it wasn't good enough, wasn't the right thing to do (their opinion). If you do nothing for your team, they also have a reason to moan. Try a new approach and they'll find fault with it. Do things the regular way and they will stand in your way.

The incredible thing about this is that they haven't had any great success themselves, yet still know what you, as a sponsor or upline, did wrong. At the same time, they don't seem to comprehend that networking only starts to work when you make 10 to 15 contacts a day. Without fail.

Did you know that? Interesting, isn't it?

They always know better. However, the question here is: How do we deal with something like this? How do we at least explain to our own team what the benefits of a closed system are - and do these even exist?

From personal experience, I can say that ALL my success in MLM to date has arisen from a goal-orientated closed system, which was IMPLEMENTED consistently on a daily basis. I have seen people and teams working without a system and I have also seen and experienced other people working with a system. At the end of the day with a little patience, all roads lead to Rome. The only thing is that I'm

not the most patient person on this planet, therefore the more direct route was definitely for me. Preferably without any detours. If needs be the hard route - but the faster one.

I am therefore an advocate of closed workshops. Another reason why I'm all for them is: There is no better place to build up the momentum and solidarity of a team as when your team is a certain size - neither too big nor too small - and when the most amount of success possible is being produced from within this team. Company events are also crucial in showing the team the bigger picture. Small events are also important and enable you to work with the team in a more targeted manner, therefore ensuring even the small achievements aren't overlooked and the team partners can be honored accordingly.

Furthermore, at your own meeting you, as a speaker, are able to train your team partners better than any big company ever could. You have the time, to deal with both their skills as well as the things they could improve on. This isn't so easy at company events with thousands of people - if not to say impossible. Big events (in this respect) are great for fully-fledged leaders. Smaller workshops are a great opportunity for small to medium executives.

What is the downside to closed meetings?

One such case would be if you were to rely solely upon internal team meetings/seminars and didn't attend nor promote company events. This can have destructive repercussions for the entire team in the long run, as team partners will begin to loose sight of the big picture and will sooner or later realize that there is more to it. Unnecessary agitation!

A further disadvantage could arise when it starts to become dogmatic or even dictatorial and the team doesn't function as a whole, just one person wants to have their say - regardless of the others. This is something that will take it's revenge sooner or later, as the team partners will "explode" after a certain period of time. A good balance between "holding the team together" and individual desires is certainly a huge challenge, as it will/should also simultaneously lead to success. It is for this reason there are already "fully trained leaders", not just those, who are on the path to becoming so. □

With this in mind,
Yours,
Dany

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