

## Boss I Need YOUR Help! – A Memo to my Boss

Memo **Boss, I Need You're Help**

To: My Boss

From: One of your best Leadership Team Performers

Re: I want to do more but need to learn how!

Date: Today

Hi Boss, **I need your help!** I know things are tight. As one of your senior leaders, I know exactly what our strategic plan and revenue objectives are. Like you, I see our monthly results and get lots of feedback from my direct reports and our customers. I know that some quarters/months we are profitable and some months we miss our goals. I feel like we are not reaching our potential and I want to do more! You know from my performance that I am fully, 110% committed to our company and like you I do whatever it takes to get things done. But I have to ask, *What about my professional leadership and skill s development?* I want to do more ... contribute more and be a better leader ... but I am not sure how!

We are facing incredibly complex, interconnected business challenges and real opportunities. My job like yours is more and more complex. We are making difficult decisions and we will not know if we made the right bets for at least 6 to 12 months. In most cases, we will not see the results of our decisions for several years. I need your help. I need to increase my skills and ability to understand and resolve the complex business problems and opportunities we are facing.

Over the past couple of years we have tried to save money as a company by cutting costs across the board. As you know we have cut way back on leadership and management training and development. Yet as a company and in my own performance review we say we are **“committed to developing our most important resource OUR PEOPLE”**. So boss, while I am a good team player I feel like I am not being given the opportunity to develop and contribute even more. Over the past several weeks I have gotten three calls from headhunters asking me if I would consider leaving for a better opportunity. I love this company and I do not want to leave and that is what I told them! But two of the potential opportunities got me thinking. In both cases the headhunters stressed that the company's that they represent “put their money where their month is” regarding professional leadership development. I hope you know that I would not leave for just more money or a fancy title, but deliberate practical and job relevant training is very attractive.

We are all being asked to “do more with less.” I get it and I am not complaining. As a company leader I see the amount of money we are making and investing in marketing, advertising, the new CRM system etc and I wonder ... what about us? Let me know what you think, I found a very relevant two to three day professional development program from Stimson Associates Inc. entitled *Resolving Complex Business Problems*. It is based on applying the tools and methodologies taught, directly to our current work. In talking to a friend of mine Bill, who is a senior leader at ... I think you know Bill! He said that *Resolving Complex Business Problems* was one of the best and most practical cost effective seminars he had ever attended. He said that his team learned how to understand and resolve business complexity by applying what they were learning to their real work problems and opportunities in class. It sounds like just what we need; a “real work” seminar to help us make better decisions and resolve complex business problems. Boss, can you contact Paul Stimson, President of Stimson Associates and see what you think? Dr Stimson can be reached at 774 272-0915. Please let me know what you think!