

WORK BOOK FOUR

LABOUR AND IMPROVEMENT

LEARN WHY IT IS IMPORTANT TO LABOUR YOUR POLICY

IN ORDER THAT PRACTICE MAKES PERFECTION PERMANENT



COACHING ACADEMY SPECIALIST
Where Small Businesses Grow

Labour And Improvement

We have got the staff to Perceive and Understand the Policy together with ensuring that it is maintained on an Ongoing basis and we must now move on to...L.

With this we are aiming for perfection and looking to make the Policy permanent. Without this your Policy will lapse into disrepair.

We are talking about L for 'Labour'

What do I mean 'Labour'? Some will think why not Conservative or do I mean 'Hard Labour'? No, I am talking about 'a Labour of love'. We are talking about practicing and working on the policy, to a point where we are on automatic and working like clock-work.

For example, If I can take you to the last time you drove your car, have you any idea how many times you changed gears or checked your mirror? If you can compare that to your first driving lesson, when each gear change or mirror check was a very conscious decision.

With 'Labour' we are talking about practising and practising the Policy until it becomes absolutely automatic. We want the actions to be sub conscious and almost without thought.

Dare I say it, our objective is to become almost machine like.

Can you imagine the greatest golfer in the world, he will stand there with the same identical grip on the club. His stance will be the same for every single tee shot. His alignment will be a replica of all previous stances. His swing speed and rotation will be machine-like, as he consistently hits the ball straight down the middle.

Would you agree that practising the very same correct process time after time will improve the chances of consistency. As we Labour on the Policy we will find that Practice makes Perfection Permanent.

The Next Step In The Stress Free Work

P.O.L.I.C.Y. Is “I”

We have now got the staff to have a proper ‘**PERCEPTION**’ of the Policy or system, they are sustaining and maintaining it on an ‘**ONGOING**’ basis and as they ‘**LABOUR**’ and practice to perfection we must move on to “I”

With this we ensure that the staff are treated like real people, we acknowledge that there is no standing still. Without this we will be stuck in the dark ages and fail to take advantage of ‘there is always a better way’. We are talking about I for ‘**IMPROVE**’.

What do I mean by ‘Improve’. I mean ‘a better way’. Just as we have systems, procedures and policies for all tasks, we must also have a policy for making improvements. In simple terms we must have rules on who makes the improvements and when are they made.

We must avoid the situation where everybody is authorised to make improvements as and when they think it's a good idea. Would you agree that we must always be looking for a better way, but permission to make subtle improvements must be properly authorised and immediately documented.

DON'T FORGET TO WATCH THE “LABOUR AND IMPROVEMENT” VIDEO.