

LEAD WELL

KNOWLEDGE

SEED VS. SOD

SUMMARY

Seed - a process that takes time to grow
Sod - results almost instant

Part of being human is to prefer an almost instant result than having to work at it or wait for things to unfold and grow. We can trick ourselves into thinking that if something may take some work or may take a while it is not worth doing. Surely there is an easier way. A shortcut. Yet often we must face the reality that most things worth pursuing will involve seeds and these seeds will need lots of attention and care. You can apply this to a project as well as people. How often do leaders wish their direct reports were already fully trained and up to speed on things?

REFLECTION

We can all fall into the thinking of *really* wanting the answer to an issue to be plopping down some sod and instantly have a beautiful lawn. In some rare instances this could be the answer. Yet, more often the answer is seed that involves planting, watering, fertilizing, protecting by keeping weeds away, and giving time to grow. Relaxing in the process vs. forcing it.

ACTIONABLE ITEMS

- Select a challenge you are facing. What does sod look like? What does seed look like? Which is the best next step?
- As a team how can you encourage each other in those seed processes when it takes lots of work and time to see results? Do you have realistic time frames of when you expect results?