

Developing the Best

Many organizations today fail to tap into their potential. Why? Because the only reward they give their employees is a paycheck. The relationship between employer and employee never develops beyond that point. Successful organizations take a different approach. In exchange for the work a person gives, he (or she) receives not only a paycheck, but he is also nurtured by the people for whom he works.

And nurturing has the ability to transform people's lives.

Noted speaker and writer John C. Maxwell uses the BEST acronym as a reminder of what people need when they get started in an organization. His approach is particularly applicable to Life Care, American Lifestyles and Life Care at Home. In relationships with those for whom he or she is responsible, Maxwell says a supervisor should:

- **B**elieve in them.
- **E**ncourage them.
- **S**hare with them.
- **T**rust them.

Nurturing, he adds, benefits everyone. What associates wouldn't be more secure and motivated when their leader believes in them, encourages them, shares with them and trusts them? People are more productive when they are nurtured. More importantly, nurturing creates a strong emotional and professional foundation within workers who have leadership potential. Eventually, using training and development, a leader can be built on that foundation.

Doesn't that accomplishment produce personal satisfaction for the supervisor who helps it happen? Absolutely! Through the process, our company is better, and our residents are the beneficiaries.

--Beecher Hunter