

# Business Tips

## A Thought Provoking Analogy

As gym club veterans, we easily recognize the poor parenting habits and how these habits can sabotage the child, the organization's culture and, in general, make everyone's job a drag. However, since it involves 'us,' we are less likely to recognize that the same thing is true of the leadership habits (strategy) of so many owners/managers; a poor leadership strategy sabotages the employee, the culture and makes everyone's job a drag. And, just like the parent almost never recognizes his or her weaknesses, neither does the owner/manager.

Does your gym club have a prescribed, written, teachable leadership strategy? If not, can you really expect to find skilled and inspiring leadership across all managers and employees, year in and year out? By 'skilled and inspiring leadership' I mean the kind of leadership that stimulates others to voluntarily give their best self toward the accomplishment of the 'big goal,' whatever it may be.

A Leadership Strategy can take many forms and I pose these questions that beg to be answered in every Leadership Strategy:

- What drives human beings?
- What makes us the same; what makes us different; what differences are desirable and what differences are undesirable?
- What is motivation; where does it come from; how do you teach it; can you teach it?
- What is responsibility; what does it look like, smell like, taste like; how do you teach it? Can you teach it?
- What causes some people to give 100% while others do not?
- What is a mistake; how do you recognize the difference between a mistake and irresponsibility; how do you treat a mistake; how do you treat irresponsibility?
- What is character; what is the difference between character and personality?
- Where does money fit into the motivation scheme; can you motivate without money; can you use money to motivate?
- Is there a difference between incentive and bribe; is incentive ok?
- Is 'don't sweat the small stuff' good advice; what is the small stuff; what is the big stuff?

To summarize, I submit that each and every one of the above questions is a question that your gym club will need to address someday if it has not already. It makes far more sense to identify, communicate and live your beliefs rather than scramble and stumble trying to figure out what to do when a problem arises.

If you are interested in receiving a copy of Kids First's Leadership Strategy please mail \$5 cash or check (no credit card, please) to: KIDS FIRST LEADERHIP STRATEGY; c/o Pamela Groskopf; 7900 East Kemper Road, Cincinnati, OH 45249.

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