



Royal Flush - The Winning Hand

A couple of us were playing poker after hours at the office one day when one of our colleagues had a thought - what if personal effectiveness is like a hand of poker. What would the high card signify?

This set us off and we all started to think about our personal Royal Flushes (for a ranking of poker hands, see the end of this article). After a good bit of discussion and using flip charts (hey - we are consultants!), we carried out a multi-voting process and ended up with the following list of personal effectiveness elements.

Since this is our list, you may not agree with it, but have a think about what elements would make up your own Royal Flush.



Core Competence - Understand your work requirements

Do your job well
Be on top of your work schedule

Leadership - Leaders are not always born - they can be "made" too
A leader is only as good as the team being led - improve your team
Leadership is "situational"



Working with Others - Learn to be part of a team
Know your "team role" and maximise your effectiveness

The No. 2 - Sometimes you are just not the best choice for the leader,
then be the best second-in-command
Become the conscience of the team



Get the BIG Picture - Don't stay focussed only on your own work area –
look around for a broader perspective
Be aware of events and trends both inside and outside your organisation

Self Management - Be on top of things at work
Have a plan for yourself
Manage your time and efforts



Adaptability- When the times change – change with the times
Better still – stay ahead and lead the change

Communicating - Getting your message across without loss of fidelity
Making sure you are receiving what is being transmitted



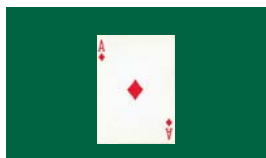
Networking - No one person knows everything – but a network can know a lot more
Build and Maintain your network

Solving Problems - A lot of "work" revolves around solving problems
Learn how to solve problems effectively
Have a problem solving methodology on hand



Ability to Disagree - Show Empathy
View the situation from other perspectives
Accept that there are different ways to do things

Influencing Others - Be able to change people's mind and behaviour
Learn the techniques of influencing people



Ability to Learn - As long as you can learn "new tricks" – your effectiveness will not diminish
Find out the way you learn most effectively

And we had some wildcards too, these are elements did not score high enough to make our list.

- Know yourself / Know what you want / Know your strengths and weaknesses
- Sincerity when dealing with other people
- Ability to manage stress
- Sense of humour

Background

Poker Hand Ranking:

1. Royal Flush - This is the highest poker hand. It consists of ace, king, queen, jack, ten, all in the same suit
2. Straight Flush - Five cards of the same suit in sequence
3. Four of a kind
4. Full House - three cards of one rank and two cards of another rank
5. Flush - Five cards of the same suit
6. Straight - Five cards of mixed suits in sequence
7. Three of a Kind
8. Two Pairs
9. Pair
10. High Card