

## Transcription - Ted Adams Part 2

Welcome back, I'm Kim Baillie, she's Fulyana Orsborn and this is Inside Exec. We're continuing our discussion with Ted Adams and this time we're going to look at how you get the right mix in your team, how you choose people who have the same sort of vision and commitment as you do.

The other thing is when you're talking about understanding and being thankful for what you've been given, and if you're in a "give" mentality, rather than "take", what's your advice about how often should one reflect on all those good things? Because sometimes we know this is our purpose, we're in a good place and we keep going. We don't stop and take stock about myself as well as my organization in relation to how thankful I am.

So one of the questions you asked on the questions you sent over was what's the difference between gratitude and thankfulness? And I didn't know the difference, right? Like but I looked it up. I just Googled it. What's the difference? Gratitude felt like it came so much more from a place of just appreciation. Like that mindfulness, that thankfulness of like what you see, what you focus on, right? Where thankfulness was actually more like the act of giving thanks for things or gestures or actually vocalising it. Where I'm going with that, is you're asking how often can someone, should they be, thankful? And I'll just tell you, I believe that you create from a place of peace and if you're creating from a place of anything other than peace, then you're creating something that's probably not permanent.

And you also create from a place of revelation. There's a difference in my mind between vision and revelation. I'm saying that to say gratitude, that state of being gratitude, the practice I've got in if I'm feeling anxious about anything, that's my cue, I need to go. I need to go get on being thankful, being grateful because I can't give from a place that I don't that, that I'm not seeing it. Like I asked before if I could share scripture, you said, okay, you just be you and so here I am, right? So, there's a place where it says in the Bible that you overcome by the blood of the lamb and something called the power of the testimony. Testimony is just your story, it's your life.

I did this exercise. I was in a CEO mastermind and they had us do this exercise called a Lifeline. It talks about the life highs and then the lows and, you know, all the different places on your lifeline that you go through. What I learned is, from a great mentor mine, he always would say your greatest area of pain is also your greatest area of reign. Call it your kingship, your authority, comes many times as attacks on your life, those low points in your life and so that part of testimony,

because testimony most people think is your story in the past, but it's not. It's not just your story in your past. Think about it. I heard Bill Johnson talk about this act when you swing a golf club, your backstroke actually guides your trajectory. So the more you're grateful and thankful and have gratitude of your past testimony, I believe, the more revelation that you're shown, the more dreams you have, the more visions you have. And that's the key because my distinction between vision and revelation is that.

I built a lot of businesses from vision. That's like me, right. Scripture says deferred hope makes the heart grow sour, makes it grow really sad. But fulfilled hope is amazing and so I believe that revelation, when the Lord shows you something or when you have dreams or visions or, you know, you know that this is where you're going, you actually have Heaven's backing behind you and so giving thanks for those places that you're going as if you're there already, is what faith is. The only three things that remain are faith, hope and love, right? Leadership is all about, whoever can deal the most hope, wins. But not just hope, hope that actually becomes faith, right?

Faith is the evidence of things hoped for, the substance of things not yet seen. So you hope, in revelation, in the things you've been shown and seen, you hope it and then you faith it and then you hope it again. And then you faith it again. The more that you land in faith and it actually works the way you hoped for, the happier your heart is, the more you can hope. Does that make sense? So the more you're thankful, then the more you can congruently hope and the more you can congruently hope then the more you can congruently step on those steps of faith.

It becomes a habit, it becomes your path because you're comfortable in that process of moving forward. It's interesting with the gold analogy, I have been told that as well. I've been told the extension of that is the follow through, where you end up with the follow through, is where you are going. So you always had to focus on the follow-through as well.

I like that. That's a good one, it's a complete picture then.

Interms of the topics we sent, I think we've covered those. I'm interested in your process personally when you go in to an organisation and you find that they're in chaos, for want of a better word, that they are not congruent with what they are saying that they are doing. How do you personally manage that? I know that the faith is very strong in you and you've got that too as your backbone almost, but in terms of your emotional reactions, emotional draining in those situations,

because you're going in to these places day in day out and facing the unknown, what do you do to manage you?

That's good. The interesting thing for me is that we're in a place where we get to choose the work that we do which I'm super thankful for. And in that choice, we usually choose the companies that come from that position of generosity and gratefulness, right? They have that different spirit about them. That being said, managing my state is all about just remembering almost exactly like what we talked about, just remembering who I am and just coming from that place of constant thankfulness of my past. There's tension, right? Like the gap. There's the present, but then there's the past. You can't necessarily determine what happens to you in your past or your story but you definitely can determine how you view this.

If you choose a perspective that will propel you in the future and just focus on your past and the tension of your promised future, there's this gap that you get to just stretch, you know, and almost like a rubber band it like propels you to your destination. And so I would say that the same process that we were talking about, about just gratefulness both of your past and your future is probably the same path that I manage my state.

I'll tell you, it's like there's this thing that used to happen to me in a room. It's probably the approval when I was speak, right? And if there wasn't a big audience that showed up, there's something in me that it is like super nervous and super whatever. So I think about those times, you know, where I'm completely anxious and not loving what's about to happen and I just go to the place of just prayer, thankfulness and remembering the promises and professing those and speaking those out. I believe that when you can manage your internal government, the government around you is attracted to that.

In that sense then, if you are looking for staff, if you're looking for a team, you're in a place where you are comfortable in your leadership - we do have a lot of listeners who work with project teams, so they get to choose individuals from an organization to work with them on a specific project, how do you go about choosing that team? It's obviously, you know that, you know they've got the skills for a particular task, how do you find the soft skills that you're looking for?

That's a great question. I feel like what happens a lot of times is people don't fill the deck. So when you're recruiting, you don't just bring on like two or three fish, you like fill the deck, right? And then you're not choosing between skills. Skills being gift skills and abilities, the actual ability to do the job. But also emotional

intelligence over here, right? Yeah. Yeah. And values and purpose because a lot of people will choose skills, like emotional intelligence skills to do the job and all of that, over values and purpose. And you don't have to, you can have all of it. You can have skills and values and purpose and soft skills, right? It's understanding how to discern who those people are.

I feel like another big process that we've learned that we've done really well with is trials. So you literally trial people for two weeks or a month. I think about this church leader who would have the people that would come on staff, live with them, actually do like them for a couple months before they brought them on board. When you do that, when you do deep relationships with people, you get to see them and all of their glory and from that make your choice. I'll tell one more. We were on the subject of sowing into need or giving in to need. Think about the beggar, right? Everyone wants to give to a beggar on the street because they feel bad for them, they sow into need. And instead of sowing into need, employees, you don't want to hire a beggar, like you want to hire someone that's already close to exceeding your potential, right? Or actually has surpassed you in many areas, right? So you want to hire kings or queens that are next to you to really win the battle. And so you're not sowing in to need, you're not hiring the broken, emotionally the broken, right? Like you're hiring high talent, high skill, high emotional intelligence and purpose and value aligned. And that's your Mecca,.

If you're in that situation, you've got a manager who has identified someone in their team who is beyond the team's purpose and expectations at this point in time. Can you say to them, this is not the place for you, you need to find somewhere that's better for you?

I'm slow to fire but I'm even slower to hire. That's the key. Hiring wrong puts you in a that situation. So now take responsibility for how you hired and develop that person and do every possible thing that you can and let your team see. There should never be a situation where you've let someone go and they're surprised by that. They need to know clearly the areas that you think they need to be developed in and they need to own that but you need to support them with everything that you have because you made the decision to bring them. So fire slow, but hire slower and that will help at least. It's not going to solve it but it will help.

What you just said is important because your leadership is dictating that. Get the right hire, be patient. And then once they're in, take the responsibility. But what I also heard is that you're creating that feeling and responsibility within the whole

team. So, we get a new person on board, we help them succeed as well.

I'll piggy back that and say when we do trials, there's not a person on the team that doesn't participate in hiring that person and doesn't have an opinion. Because when we let them go, they are going to ultimately also be responsible for the failure. So in other words they're also responsible for developing the gaps that are in the team. Not just you, right? So if they don't see the gaps on the front side, you're going to have to develop it.

It's very much more about community and about family and about knowing everybody that's there, knowing their strengths and knowing where you need to help them and being that composit unit rather than the group of individuals. It's an interesting and I think, appropriate approach, as we move away from what we've had in the last few years.

Well I think, Ted, we have covered all of the topics that we wanted to do with you. We do thank you for your time and your insights and your sharing of your knowledge and expertise. We will put the link to your website on our guest page on the website. For now, I'm Kim Baillie, she's Fulyana Orsborn, we've been talking with Ted Adams and this is Inside Exec.