JIM HARSHAW JR.

Revealing Failure as the Path to Success

Success Through Failure Podcast
Action Plan Episode #138
Jamy Bechler

Today I bring you, Jamy Bechler. Jamy is a professional speaker, leadership trainer and executive business coach who works with teams ranging from major corporations to the NBA. Before going into full-time leadership work, Jamy served for 20 years as a college basketball coach, professor and administrator. When he hung up the whistle, he didn't stop coaching. Jamy just moved from the locker-room into the boardroom. He now travels the country motivating people and "coaching" organizations on how they can build championship teams and cultures. He's also the author of the book, "The Leadership Playbook."

Quotes

"A lot of times, we think of legacy as what we leave when we die. But actually, legacy is what we can leave every time we leave a room."

"If you as the leader are not clear about the direction you want to go and you're emphasizing that to everybody involved, then the 'how to' is not going to be as effective."

"What we think culture is, is putting on a fresh coat of paint as opposed to changing what we are on the inside."

About Helping Yourself and Others

"I think you've got to know why you're doing anything you're doing and what's the most important. For me as a coach, I wanted to win but I also wanted to really reach young people and have an impact on their lives. But what ended up happening was I was having an impact on kids' lives but I wasn't having an impact on my family's lives. And my life wasn't getting any better because I was always pouring out. So I didn't take time to get any better. I tried to go for success so much but I wasn't necessarily going for significance. What I mean by that is, I think success is more when we reach our potential as people or we achieve something that we want to achieve, maybe a goal. But significance is helping others do that at the same time."

About Culture

"A true culture is really made up of your daily decisions and how you're emphasizing, how you're reinforcing. Everything that happens in your organization happens either because you emphasize it or you allow it. So every business has a culture, whether we like it or not, whether it's what we want it to be or not, from an intentional standpoint. But unintentionally, we allow a culture to happen."

About Working Together

The number one thing I see whether it's in coaching, sports teams, or organizations is that everybody shifts responsibility, even a secretary or a salesman. 'That's not my department.' They're not really looking at how their role fits into the entire organizational structure and how everybody can help one another and add value to each other. So no matter where you're at, whether you're middle manager, salesman, supervisor, it doesn't matter, we all have a responsibility, first to do what we can do to make things better but we also have a responsibility to make that organization as good as possible. It's not about who's to blame."

Action Item

"Figure out what is most important to you, period, and break down that goal into bite-sized pieces and ask, 'What can I do today to get a little bit better and more toward this goal? How can I break that down into 7 days or 5 days of manageable activity to go towards that goal?'"

Episodes Referred

Peter Docker: http://jimharshawjr.com/73/

Leigh Martinuzzi: http://jimharshawjr.com/76/

Tool Recommended

"I like Canva. That might, on the surface, seem like not that great of an app or tool. But I was spending so much time trying to reinvent the wheel for like memes and graphics and book cover and things like that, and I'm trying to do it in Word or trying to figure out how to do it in PageMaker. When I found Canva, it was like a blessing. It's not perfect, certainly, but I have cut my time so much in designing some stuff."
https://www.canva.com/

Website and Social

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