

HPCG High-Performance Coaching Newsletter #9, Ralf Wolter



Dear Reader,

in September, my wife and I celebrated the 3 year anniversary of taking over the trucking company from her dad. The only qualification we had when we started, was business acumen and the drivers license for big trucks. We learned many lessons, here is the short summary.

How to approach a new job opportunity:

1. Be curious
2. Be eager to learn
3. Find a few trusted advisors
4. Work hard - and remember: you always lead by example, either good or bad
5. Trust and empower your team - make them think and act like entrepreneurs
6. Be visible and transparent
7. Understand the existing culture
8. Drive changes s-l-o-w-l-y
9. Financial due diligence: create Excel sheets wherever possible to get an easy summary of the complexity
10. Relax and have fun

Applicability - if you are a newcomer in any role: consider the fact that you are not routine-blinded as an advantage for innovation. Ask why things are done the way they are. Often we never question the status quo and miss chances to drive change.

Leverage your skills: what have you learned in previous roles that can be applied in the new situation? For me it was leading teams, project management, and business acumen.

How about you? What is your next destination or new opportunity? What first step will you take to start your journey? Who can support you to speed up your development?

One lesson I learned but still don't like was "Kill your Darlings": I love driving the big trucks (40 tons, 18.5 meters) and after practicing for three years I got pretty good at driving and maneuvering them. Ideally all across Europe... Unfortunately it's the least profitable activity I can perform for the company. Maintaining the trucks and especially optimizing business structure and procedures increases profit significantly. Therefore, from now on I only take 1 week of 'trucking vacation' per year.

Have a nice weekend! And if you need to work during the weekend, make sure that it is fulfilling.

Best regards,

Ralf Wolter

HPCG® Founder, Coach and Consultant

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