

## Smart leaders support team member ideas

If one of your team members wants to try something new and different but the outcome seems “iffy” to you, let the member go ahead with the idea anyway.



Who is the person most likely to recognize hidden problems in the organization? *A team member who is already immersed in it.* But here’s the problem – the member might be unable to explain or rationalize instincts.

Unless the member gives you a clear projection and explanation, you may be unwilling to let the individual proceed. On the other hand, the team member can’t give you the kinds of assurances you want or need because most of what the member knows is instinctive and/or not easily communicated.

Why is it a good idea to let a team member run with the new idea? The team member may uncover valuable ways to improve programs or projects in the organization. And you’ll boost morale. People relish the opportunity to run with their own ideas and, far more often than not, they’ve got their finger on something valuable – even if they can’t quite explain what it actually is.