



Reasonable Voice

Getting to the Table

Getting to the table. We all want to be there. To have the opportunity to sit with senior management and be part of key discussions involving our organization, and to have our ideas heard. Better yet, we hope to have those ideas taken seriously enough to become part of the ultimate implementation plan. There's a real sense of pride that comes from seeing our ideas becoming part of an organization's future.

So why is it that some of us seem to get to the table more often? Why do a few of us actually get invited to the table time and time again by decision makers, while others aren't?

Although it sometimes feels like the loudest voices are the ones that get invited to the management table, that's not really the case. Rather, senior leaders are usually looking for a sense of initiative that complements the best critical-thinking skills, which can support an organization. Those CEOs are looking for someone who has the curiosity and interest to really learn where the company is going, and then identify practical ways that can help them get there as quickly as possible. So, becoming the employee who follows through on ideas with initiative and measurable results, and who sees around corners to identify what may be coming next, positions you as the most valued member of any team.

Over the years, I've made some mistakes hiring individuals who I thought were really smart. Their resumes looked impressive, and they said all the right things during the interviews. However, in the end, they didn't show that initiative which comes from a burning desire to problem-solve and to follow through on actionable items that add value. When I did find that person who was driven by initiative, I gladly gave them opportunity after opportunity to gain more responsibility and develop their leadership skills. They became people that I wanted to work with; that I looked up to based on their ability and commitment.

Want to get to the table? Show some curiosity and interest in your organization, and don't be afraid to ask questions about where the CEO is headed. They love to hear that question, and frankly don't hear it enough. And then, be relentless with your initiative and follow through, and I guarantee you will find yourself at the table more than you ever imagined. And that's where the action is.

A handwritten signature in black ink, appearing to read 'Meath' with a stylized flourish extending to the right.

Michael Meath
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