



MITCHELL PHOENIX

LEADERSHIP AND MANAGEMENT TRAINING

Susan Boyle and Untapped Potential

By now you can't have failed to hear about the incredible story of Susan Boyle. She is a 48 year old unemployed lady who lives with her cat, Pebbles in Blackburn, Scotland. Just over a week ago she became a singing sensation when she appeared on the TV show, 'Britain's got Talent. Miss Boyle blew away the audience and the judges with her powerful and moving rendition of 'I Dreamed a Dream' from the musical 'Les Miserables'.

She is an incredible discovery and has become an overnight celebrity. A question that needs to be asked is 'How many other Susan Boyles are out there in any capacity in life and especially in business?'

What are companies doing to ensure that they are aware of the business talents of all their employees? One of the most effective tools is The Appraisal, only companies don't know how to run an appraisal system effectively and continue to miss out on the rich potential their people represent.

An appraisal that follows a printed document designed to capture information for posterity is, as most managers will tell you, a waste of time. An appraisal is the one time during a year where bosses can truly listen to their employees. They can find out what they enjoy doing at work, what motivates them, what they take pride in and what sort of challenges they would like to face in the future.

So why not treat your Appraisal system as a "My Company's Got Talent" show and allow people to reveal their potential.

For those of you still unfamiliar with Susan Boyle here's a link to her performance on YouTube <http://www.youtube.com/watch?v=9lp0IWv8QZY>