



PIVOT!

- ADAPT TO UNLEASH YOUR INNER LEADER



Many iconic phrases have become part of pop culture history. Have you seen that “Friends” episode, “The One With the Cop,” where Ross gets a new couch and has Rachel and Chandler help him carry it to his apartment? In that episode, Ross yells out “PIVOT!” every time they shift the couch up a narrow staircase. They might have been able to get it up to his apartment if they had adapted to the situation.

There are moments in every industry where companies must confront change. Even before COVID-19, the glazing industry was adopting new technology and innovation. Some individuals may find adapting to change difficult and are hesitant to look at the possibilities. However, you can become a leader by planning ahead and guiding others through the transition. You have to be able to PIVOT!

ADAPTING TO WORK CHANGES

An excellent way to approach change is by understanding the situation, like asking questions on workplace transitions and how they will affect you and your coworkers. These questions give you the ability to think ahead. Remember to find gaps that can cause problems for you or others.



Individuals can also adapt by being positive and keeping an open mind. If you feel stressed or overwhelmed, take on a new hobby or activity to support your mental health. You can also build on your skills to improve your work performance for the transition. Self-reflecting on past achievements also eases self-doubt and helps you move forward.

"I always take ownership everywhere I work," reflects Grace Llorin, the SCGMA YPG Committee Events and Marketing Chair. "I give my teammates my full attention and make sure I am clear of my job, my purpose, and my responsibilities. At the end of the day, I make sure that I delivered my work flawlessly."

Finally, do not be afraid to ask for help from your coworkers or managers. They can help you identify new perspectives to approach a situation differently.

UNLEASHING YOUR INNER LEADER

History always requires leaders in times of difficulty, and not becoming one can prevent you from moving forward. Once you can adapt to workplace changes and be confident in your decisions, the people around you will notice and do the same. It takes someone calm and prepared to lead others to a brighter path.

Tina Edwards, a SCGMA YPG Committee Member, recalls a quote by Brian Tracy that says, "Leaders think and talk about the solutions. Followers think and talk about the problems." This means that leaders do what they can to tackle problems early. They do not put it off, hoping that it goes away.



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- GRACE LLORIN
SCGMA YPG COMMITTEE
EVENTS & MARKETING CHAIR

Successful leaders are also approachable and supportive. Providing comfort, sharing solutions, and celebrating accomplishments supports office morale. This energy boosts your team's confidence and abilities because they realize they are doing a great job despite the struggle.

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OBSERVING OTHERS DURING CHANGE

Learning from people with more industry experience also builds leadership. Start by observing someone you admire or has a management position. Their methods might be more structured, professional, and useful. Do not be afraid to ask questions about what they are doing to adapt. They may be willing to guide you through the process.

Seeking advice from an experienced professional opens the door to mentorship opportunities. Your relationship helps you decide if they are the right fit and makes them more willing to accept.

In fact, by being a member of the Southern California Glass Management Association Young Professionals Group (SCGMA YPG), you have access to an extensive network of members and experienced glazing professionals all over Southern California. While COVID-19 may have put a pause on SCGMA YPG's interactive networking

events, there are still other ways to build relationships. You can participate in our opportunity drawing at the end of this article to let others get to know you in time for future events!

INTRODUCING POSITIVE CHANGE TO THE WORKPLACE

Embracing change helps you not become obsolete in your industry and in your position. Proposing change is also important, and its success relies on how you present it. For example, clarifying your suggestion and explaining who benefits from it allows listeners to understand you. If your workplace is more resistant to change, observe why the company operates that way. Being watchful helps you understand the process and prepare your approach.

The next time you find yourself having to readjust and adapt to change, you now know how to become a leader and make the best of it. In the end, you have to be willing and able to PIVOT!



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Email your answers to info@scgma.com with your first and last name to submit your entry!