The Cure for "Flying Under The Radar" Syndrome

by Jeffrey Leventry

(January 26, 2015)

During the winter months, I reduce the frequency of my outdoor workouts and supplement them with indoor routines that include the treadmill and a stationary bicycle. When I manage to get outdoors for a bike ride I quickly realize that the challenges I face take many forms. However, in addition to the extreme cold and sometimes snow and icy conditions, it seems that my biggest hurdle is often the strong gusts of wind that are more pronounced in the winter.

When confronted with windy conditions, I have learned that the best practice is to "get small" by crouching and leaning forward to make myself more aerodynamic. Competitive cyclists use a technique know as "drafting" to take advantage of the slipstream of the riders ahead of them in order to reduce wind resistance. While the "pros" use this tactic to win the race, I use my "get small" approach to survive the elements and finish my ride.

Employees in the corporate world use a similar technique to survive called **"flying under the radar"**. When questioned, employees offer various reasons for utilizing this survival tool whose key features are laying low and withdrawing from the team. Some of these including the following:

- To avoid office poilitics
- To deal with workplace bullies and "dangerous" colleagues
- To cope with the Jekyll and Hyde behavior of their boss
- To survive the poor interpersonal dynamics of their work team

My research clearly suggests that **"flying under the radar"** eventually takes its toll on the individual and results in direct costs to the organization. Chief among them are the following:

- Loss of valuable insight and ideas
- Loss of potential and expertise
- Lack of participation and collaboration
- Potential lost revenue

In contrast, those who feel connected with their workplace colleagues are more cooperative, productive and invested in the organization's success.

While many approaches exist to address this organizational challenge, often times Team Building can be utilized to improve working relationships and remedy the **"flying under the radar"** syndrome.

Seventeen Gorman
ADVISORS   LLC

My approach for solving team issues is straight forward and involves a 4-step process, as follows:

- Diagnose issues, problems and concerns
- Develop a focused corrective action plan
- Conduct team building sessions and other interventions
- Assess / monitor progress to achieve the desired result

In closing, my role in the improvement process is to take an objective view of the team dynamics and offer solutions that maximize the potential of the business unit so that all teammates are contributing to the attainment of common goals. Great teams ensure all members (regardless of their individual responsibilities and areas of expertise) are doing whatever they can to help the group accomplish desired results. The reward for achieving team success is not only recognition, but financial gain, career advancement and additional opportunities to showcase team knowledge, skills and abilities.