



## EPISODE RECAP: OCTOBER 26, 2005 MARTHA STEWART: THE APPRENTICE 9/8 PM WEDNESDAY | NBC

### Martha: Insights on the Apprentice

Last night's show was a great example of when you are a part of a high performance team, you can't expect to sit back and be a wall wallflower.

David lacked experience so he was sent home, but I think a larger lesson last night could be learned by watching Marcela, the PM. As a PM, you need to be able to articulate and push forward a vision. We saw it several weeks ago when the teams refinished the Westin hotel rooms. Leslie was able to keep her team focused on the big picture, the vision for the team. Last night we saw no vision from Marcela.

While some people may seem to have the gift of Vision, it is actually a learned behavior. Additionally, it usually comes with familiarity with a subject. If you are unfamiliar with a subject and you need to create a vision, whether you're a manager or employee, I recommend the following steps:

1. Learn: About the subject and issues for which you are being asked to be visionary
2. Plan: Lay out a plan that includes both strategies and tactics to achieve the vision
3. Execute: The plan that you laid out, keeping in mind the need to be flexible.

On final note, if you are wondering about other participants with problems, Jim was just lucky that his team won last night. If you watched his teammates, they are tired of him. As we said before, behavior that goes uncorrected gets worse. Expect more outrageous behavior from Jim as the program progresses.