



PERFORMANCE AHEAD OF OUR EGO

Successful leaders put performance first and this gains the trust of their people.

YOU EARN IT BY GIVING IT

A fast way for leaders to earn trust from the people is to FIRST trust their people.

COMMON SENSE MORE COMMON

The successful make common sense a theme in driving their teams to perform.

POWER IN A DAILY UPDATE

Bring visibility to what's happening and encourage more teamwork.

HELD ACCOUNTABLE

The best leaders hold people accountable for their behaviors and achievement.

FOLLOW-UP IN ALL DIFFERENT WAYS

Unsuccessful leaders only know one way to follow-up. The successful MANY!

ENERGY YOU BRING TO OTHERS

Successful leaders bring energy to their people...the unsuccessful the opposite.

CAN'T PUSH THE SAME BUTTONS

Successful leaders know that everyone is motivated in different ways.

MAKE THEIR EFFORTS WORTHWHILE

A leader's clear direction and focus makes their people's efforts worthwhile.

MORE YOU LET GO

With good people in your team, the more you let go...the more control you gain.

YOU WORK FOR THEM

Achieve great team performance by working on growing your people.

RUN AT THE RIGHT SPEED

Successful leaders run fast, but never run ahead so far that they lose their team.

WINDOW INTO THEIR MOTIVATION

Successful leaders focus on finding that window into their people's motivation.

THEIR DREAMS WITHIN THE VISION

Leaders explain the vision in ways their people see their dreams within it.

WITH THE INTENT TO LEARN

Successful leaders listen with the intent to learn versus the intent to tell.



UNDERSTAND MOMENTUM

The best leaders understand what drives and doesn't drive momentum.

WOULD CHOOSE TO WORK FOR YOU?

Successful leaders have people who choose to work for them (versus have to).

BUILD YOUR TEAM AROUND THE TALENT

Leaders build their team around the talent versus based on the positions.

GIVE FEEDBACK ALL ALONG THE WAY

The best leaders provide constant feedback and help their people grow faster.

DEFINE TALENT BROADLY

People can have specific talents, but It's building a diverse team that delivers.

EXPECT AND APPRECIATE

Successful leaders do both...expect great results AND celebrate them too.

BIG IDEAS IN FEW WORDS

Leaders with great communications skills share their big ideas in a few words.

GET THEM READY FOR IT

Start early in developing your future leaders to take more responsibility.

LET OTHERS HAVE SOME SUNSHINE

Successful leaders give credit for their organization's success to their people.

PERFORMANCE AND CAPACITY

Unless you delegate, you limit your team's performance to your own capacity.

VAGUE IS NOT MANAGEABLE

Many leaders create their own trouble by not making their expectations clear.

CONSISTENT DOESN'T MEAN THE SAME

Successful leaders treat their people in a consistent way, not in the same way.

SIMPLE, BUT NOT SIMPLISTIC

Successful leaders keep it simple, but keep it real by not overly-simplifying things.

TAKES THE GUESSWORK OUT

Invest time with your key people across the team, and it's obvious what's needed.

BEST AT DEVELOPING THE BEST

Successful leaders hire the best and make them even better.



BUILD THE FEELING IN OTHERS

Successful leaders touch the hearts of their people just as much as their heads.

TEAM WITH COMPLIMENTARY SKILLS

A powerful team with diverse strengths brings great power when put together.

CLARIFY AND EVALUATE

The best leaders make expectations clear, and constantly evaluate the progress.

MAKE IT ABOUT THEM

Successful leaders have developed the "about them mindset" in everything.

PAINT PICTURES IN THEIR HEADS

Leaders use powerful words to paint clear pictures in the heads of others.

ALLOW TO SHOW THEIR COURAGE

Great leaders create an environment where their people can show their courage.

SPEAK IN ACHIEVEMENT, NOT ACTIVITIES

Successful leaders focus their conversations on what is to be achieved, not done.

AS THEY CAN BE

Some see their people as they are. Successful leaders see them as they can be.

COMMUNICATE TO INSPIRE ACTION

Every successful leader knows how to inspire ACTION in their people.

VALUES ARE THE ONLY TRADITION

To be relevant, our teams need to continually evolve on a VALUES foundation.

HARMONY IS NOT EVERYONE THE SAME

A successful team has people with different abilities and personalities.

HELP OTHERS TAKE THE FIRST STEP

Successful leaders help their people get started and often that's all they need.

TRUST FAMILIARITY OVER EXPERIENCE

To build strong teams, leaders often choose people they trust over experience.

LOOK TO LIFT PEOPLE UP

Successful leaders always offer words of encouragement to all around them.

ATTRACT THE BEST

Successful leaders create a culture that attracts the best talent.



ENABLE THEM TO ACT IN THE MOMENT

Leaders prepare their people to take action...when it's needed...when it counts.

DO MORE BY LETTING GO

Your team achieves more by Making Others Responsible Employees (Delegate).

IN CONTROL OF THE ATMOSPHERE

Create an atmosphere in your team that gets people collaborating.

TEAMWORK - IT'S IMPORTANT

Teamwork is what makes a group of individuals more successful than on their own.

KNOW EACH OTHER

Teams with members knowing each other well, perform better than other teams.

DIFFERENCES INTO OPPORTUNITIES

Differences in your teams generate more creativity in your discussions.

PARTICIPATE - TO BE IN THE TEAM

Drive full participation in the team so everyone feels they are IN the team.