



### **NOT ABOUT BEING SOFT**

Soft skills are not about being soft. It's getting personal responsibility from others.

### **GROWTH CREATES OPPORTUNITIES**

Leaders focus on growth. It's the way to create opportunities for their people.

### **ROLE WE NEED TO PLAY**

Every successful team has everyone understanding the role they need to play.

### **WHAT CAN'T BE WRITTEN DOWN**

What makes your team successful are things that aren't written in a manual.

### **TAKES MORE THAN ONE CONVERSATION**

Influence is about planting seeds, watering them, and supporting their growth.

### **MAKE YOUR TEAM LOOK GOOD**

The unsuccessful make themselves look good. The successful make others.

### **COMING ALONGSIDE YOUR PEOPLE**

The successful work together with key team members to both teach and learn.

### **HOLD BACK HOLDS THEM BACK**

Don't share constructive feedback with your people, and you slow their growth.

### **LET YOUR PEOPLE IMPRESS YOU**

Never let your ego get in the way of growing others. Let them impress you.

### **STEP BACK AND LET THEM SHINE**

Micromanaging is like blocking a plant from the sun. It can't grow to its potential.

### **SHARE POWER GROWS YOUR POWER**

As in almost everything in life, what we share with others seems to always grow.

### **GROW PEOPLE'S CURIOSITY**

The more curious, the more they learn and the more creative they will become.

### **LEARN FROM YOUR BEST PEOPLE**

Invest in growing your best people, it's also an investment in yourself too.

### **DELEGATE THE IMPORTANT**

"Real" delegating is about delegating the important...the way to grow people faster.

### **NEW KEEPS PEOPLE ENGAGED**

Always provide your people with new challenges to stay engaged and grow.



### **THANK YOU COMES LATER**

Be tough on your people to help them grow, and receive a thank you years later.

### **MAKE AS FEW DECISIONS AS POSSIBLE**

To grow more leaders in your organization, your goal is to make fewer decisions.

### **FIND THEIR OWN ANSWER**

Your people grow much faster when you help them find their own answers.

### **SHARE EXPERIENCES**

People in high performing teams share experiences for everyone to grow faster.

### **DELEGATE FOR FASTER GROWTH**

Delegating is a fast way to grow your people, as it makes their growth personal.

### **STRETCH WITH NEW CHALLENGES**

Your people grow faster when new challenges are constantly provided to them.

### **LEADERSHIP REQUIRES ENTHUSIASM**

Nothing generates action faster than working with an enthusiastic leader.

### **HELP OTHERS SEE WHAT THEY WANT**

The very best leaders help their people see what they really want.

### **LISTEN FOR THE OBSTACLES**

Listen to your people, as they often highlight obstacles you need to help remove.

### **EXCITE PEOPLE TO PERFORMANCE**

People who are excited will take faster action...be more creative and committed.

### **CREATE LEADERS AT ALL LEVELS**

Remember, it is people at the bottom, led well, that deliver the bottom line.

### **NO FORMULA FOR MOTIVATING PEOPLE**

Get great at asking the right questions to uncover what motivates your people.

### **PEER PRESSURE IS POWERFUL**

Not wanting to let their fellow team members down, and performance goes up.

### **REAL ISSUE ON THE TABLE**

Trust in the team enables everyone to put the real issue on the table.

### **HOW YOU SIZE UP OTHERS**

How you size up others, in talents, abilities and fit will drive your team's success.



### **WHAT'S CELEBRATED IS REPEATED**

Celebrations help to reinforce the good behaviors in your team.

### **DELEGATE TO SPEED THINGS UP**

Managers who don't delegate are run their teams to the capacity of themselves.

### **RANGE OF COMMON EXPERIENCE**

Teams with more common experiences amongst the people collaborate more.

### **UNDERSTAND YOUR VALUE**

Magic happens when team members understand their value to the team.

### **SHOULD AND SHOULDN'T BE DOING**

Immature leaders often take on too much themselves, and slow their team.

### **GIVE THE TEAM A REASON**

Does your team have a reason or think their job is to do what they are told to do?

### **WHEN CHALLENGES ARE WELCOME**

When a company culture welcomes challenges, everyone grows faster.

### **USE YOUR PEOPLE'S JUDGMENT**

Grow people's business judgment by involving them in the decision processes.

### **DEAL WITH CAUSE VERSUS EFFECT**

Great leaders get people focused on the causes of problems, not just symptoms

### **PROVIDE AUTONOMY IN STEPS**

Provide your people a steady way to grow and take on more responsibility.

### **LOOK UP TO YOUR PEOPLE**

Look up to your people and constantly raise your expectations of them.

### **PACE YOUR PEOPLE**

Be able to pace your people in ways that keeps them the most productive.

### **AVAILABLE FOR YOUR PEOPLE**

Leaders need to be available when their people need them to grow faster.

### **KNOW WHEN TO GET OUT OF THE WAY**

Leaders are often the people who are slowing their people down the most.

### **PUT OTHERS FIRST**

When you put others first, you are making people around you feel important.



### **GIVE CENTER STAGE TO YOUR PEOPLE**

The real star in a successful team is not the leader, but their key people.

### **USE PEOPLE'S TIME WISELY**

You will never build a strong team around you by wasting their time.

### **KNOW YOU ARE ON THEIR SIDE**

When your people know they have your support, they will take more risks.

### **AMOUNT OF DIRECTION AND SUPPORT**

The amount of direction and support is key to develop your people faster.

### **GOAL OF MAKING FEWER DECISIONS**

The more decisions you make, the slower your people are growing.

### **BASED ON THEIR POTENTIAL**

Treat your people based on their potential versus what you see them doing now.

### **PROVIDE THEIR OWN EXPERIENCES**

Give your people the opportunity to experience it to really learn it.