



SEE IT BEFORE THEM

Great leaders see abilities in their people before their people see it in themselves.

RELEASE TALENT AND ENERGY

The best leaders focus their people on using their strengths each AND every day.

PRAISE EFFORT AND REWARD RESULTS

Praising keeps people persisting towards the achievements which get rewarded.

CLEAR OBSTACLES

Avoid micromanaging and you can clear more obstacles for your people.

PACE TO ADAPT

Introduce new ideas at a pace allowing your people time to reflect and adapt.

CONFIDENT IN THEIR DECISIONS

Create an atmosphere for your people to be confident in their decisions.

PRIVATELY FIRST BEFORE PUBLICLY

Praise people privately first and they feel honored when they hear it with others.

EMPOWERMENT = CHOICE

If your people don't have choice on the what or how, they don't feel empowered.

SEE THEIR INPUT IN THE SOLUTION

our people take more ownership in the solution when they see their input in it.

CULTURE BEGINS WITH HIRING CRITERIA

The best company cultures are born by hiring the right people first.

FASTER WAY TO COMMITMENT

An environment of trust always helps people to commit faster to stretch goals.

SEE THEM AS THEY COULD BE

What you expect from your people is driven by how you see your people.

LINK TO THEIR DREAMS

A powerful motivator is linking the team's goals to the dreams of your people.

AFTER EVERYONE SPEAKS

If you want your people's true opinions, let them all speak before giving yours.

PEOPLE DO WHAT PEOPLE SEE

Your people are constantly watching you and they will copy what they see.



STATE THEIR VIEWS FREELY

Top performance can only be achieved if your people can state their views freely.

GIVE A PRIORITY TO YOUR 1-1'S

You have the greatest influence during your 1-1 time with your key people.

ESTABLISH THE BOUNDARIES

You can't successfully empower people without establishing strong boundaries.

EVERY COMPANY NEEDS GROWTH

Without growth, you can't provide people opportunities equal to their potential.

GIVE VALUE UP FRONT

People see immediately you can make a difference when you give value up front.

GIVE MEANING TO REALITY

Help your people see current situations in ways to take more action.

EMOTIONAL CONNECTION

Make an emotional connection by treating your people as individuals.

WRONG BY RIGHTING A WRONG

Jump in and try to fix your people's problems, you prevent them from growing.

INVOLVEMENT CAPTURES ENERGY

Until you involve your people, you don't really get their energy.

GIVE PEOPLE SPACE TO GROW

If you are tightly controlling your people's activities, where is their space to grow?

ENERGY FOR ACTION

Grow your ability to trigger energy in your people for action.

SHARE THEIR ENTHUSIASM

Enable creative ways for your people to share their enthusiasm with each other.

LET THEM LEARN

Prevent people from making mistakes, and you prevent them from learning.

BECAUSE THEY FEEL APPRECIATED

Your people value appreciation over money when considering to stay with you.

WHY DO THEY MATTER?

Your people embrace the values when you consistently illustrate why they matter.



TRUST THE TEAM AROUND YOU

Trust the people around you to get their top performance.

BEING PART OF SOMETHING IMPORTANT

The more you communicate the WHY of the goal...the more people focus on it.

ENCOURAGED / REQUIRED

Create an environment that both encourages/requires your people to interact.

OPENNESS AND TRUST GO TOGETHER

High trust cultures have people sharing what they think (both good AND bad).

FULL OF YOUR PEOPLE OR YOURSELF

Make your people the stars first AND then your people make you a star.

WORTH IT IN THEIR MINDS

Link the organization's why to a personal WHY in your key people.

DIFFERENT SKILLS AND EXPERIENCES

People of different skills and experiences will always create stronger solutions.

TRUST ENABLES RISK TAKING

Show trust in your people, or you will never get them to take risks.

WHEN TO STEP BACK

Need to know when to step back and give their people the space to grow.

DELEGATE WHAT YOU LIKE TO DO

If you keep things you like to do for yourself...you slow the growth of your people.

THEIR HIGHER AMBITIONS

Align expectations to your people's higher ambitions to get lasting motivation.

MORE CHOICE = FREEDOM

Freedom comes with choice, and the people taking personal responsibility gain it.

ELEVATE YOUR PEOPLE TO BE THE STAR

The successful think it's more important to make others the star, not themselves.

KNOW WHY IT IS IMPORTANT

When your people know why their work is important, they treat it as important.

THROUGH PEOPLE (NOT PROCESSES)

Focus on PEOPLE. The right people develop a great culture and simple processes.



SEE THEIR ROLE IN THE BIG PICTURE

People are more motivated to make it happen when they see their role clearly.

RESPECT RETURNS RESPECT

Earn the respect of your people by respecting your people first.

BOUNDARIES UNLEASH PEOPLE

Clear boundaries provide freedom for our people to unleash their creativity.

IT HAS TO MEAN SOMETHING

To engage people, what you ask them to accomplish has to mean something.

READY TO LISTEN TO IT

Good communication has people ready to listen and to act upon what they hear.

NEVER ROAST ON AN OPEN FIRE

Give your strongest feedback in private. Never roast our people on an open fire.

LIVE YOUR VALUES

You can't have strong values if you are not living up to them. People notice.