

NIFO HELPS MOVE YOU FROM...
MICROMANAGER TO **LEADER**



MICROMANAGEMENT COMES WITH A
SPEED LIMIT!
YOU'RE OPERATING
AT YOUR OWN
CAPACITY
& HEAD SPEED



YOU'RE ALWAYS
TELLING
YOUR PEOPLE
WHAT TO DO.
ALWAYS TALKING
FOCUSED ON
GETTING **ACTIVITIES** DONE
BEING IN **CONTROL**
FINGERS ARE IN

THE DRIVER IS...
THE LEADER
IT'S ABOUT
ASKING
QUESTIONS
LISTENING
"IF WE DON'T LISTEN AS
LEADERS, WE'LL END UP
SURROUNDED BY PEOPLE
NOT WORTH LISTENING TO!"
NOSE IS IN

MARK FRITZ

N.I.F.O.
NOSE IN FINGERS OUT
LEADERSHIP

NOSE IN
IT'S ABOUT
FOCUSING
YOUR PEOPLE
ON...
THE JOB OF THE LEADER IS TO MAKE
THE **OUTCOMES**

AS CLEAR AS POSSIBLE
YOUR **POWER** AS A
LEADER...
IS YOUR **QUESTIONS**
FOLLOWUP QUESTIONS
HOLD THE POWER

IT PROVES YOU'RE
LISTENING
WHENEVER
THEY
VERBALISE
THEY TAKE
OWNERSHIP!
AND YOUR PEOPLE FEEL **VALUED**

CLARITY
ENABLES
ACTION
ASKING QUESTIONS
MEANS YOU CAN CHECK
PROGRESS AND PROVIDE
COACHING
ACHIEVEMENT!
ASK QUESTIONS
AT A
MILESTONE
LEVEL!
YOU GET TO SEE
IF YOU CAN
TRUST
YOUR PEOPLE

DELEGATE
DECISIONS
THAT ARE
ASSOCIATED WITH
OUTCOMES
IF YOU HOLD ON TO
SOMETHING YOU
LIKE TO DO
YOU STOP YOURSELF
AND YOUR PEOPLE FROM...
GROWING

FINGERS OUT

THE GOAL IS TO
MAKE SURE THE

HOW
THEY
FEELS
LIKE IT'S
THEIRS

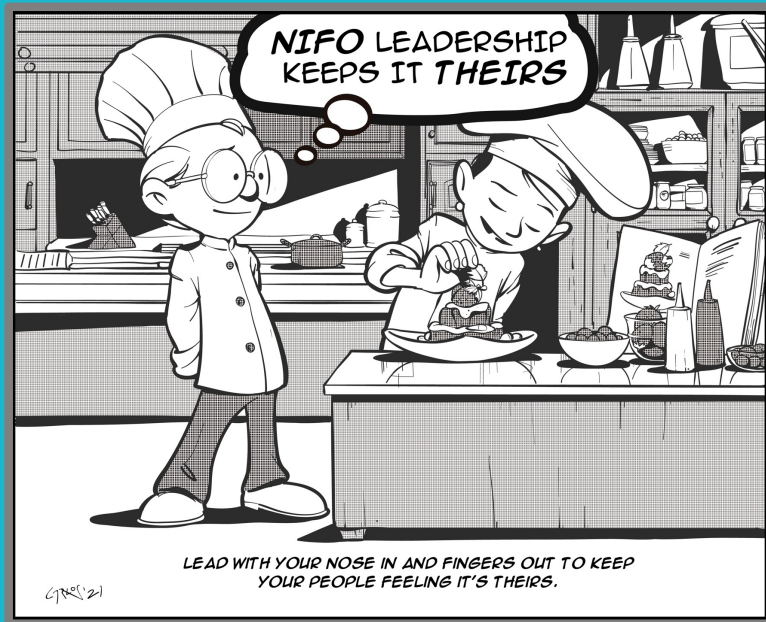
CHEAT SHEET
YOU CAN'T GIVE
YOUR PEOPLE
THE **EASY**
ANSWERS
IF YOU SAVE
THEM FROM
THINKING
YOU SAVE
THEM FROM...
GROWING
LEADERS
ARE
CONTEXT
PROVIDERS

USE
STORIES & **EXAMPLES**
TO GIVE THEM AN
IDEA OF WHAT TO
DO WITHOUT FEELING
LIKE THEY'VE BEEN
TOLD **DIRECTLY!**

THE **FAST TRACK** TO
MAKING SOMETHING
RELEVANT
FOCUS YOUR CONVERSATIONS
ON **LISTEN** & **SHARE**
KEEP OUTCOMES **CLEAR**
KEEP IT FEELING **THEIRS**

THE **EXTENSION** OF YOU
DON'T LET
THESE STEAL
YOUR TIME!
PERFORMANCE
BEHAVIOR
THEY HELP DRIVE
CULTURE
REFLECTION
QUESTION...

3 **KEY QUESTIONS**
1 WHAT'S
THE **PLAN?**
2 WHO'S IN CHARGE?
3 COMPARED
TO **WHAT?**
A **CULTURE** IS
SHARED
EXPECTATIONS
DID I LEAD
THIS
WEEK?
NOSE IN **FINGERS OUT**
ASK MORE
QUESTIONS
SHARE MORE
STORIES & EXAMPLES



Think & discuss in **OUTCOMES** versus activities.
It's the language of **ACHIEVEMENT**.

MICROMANAGEMENT has a **SPEED LIMIT**.
Team speed is **YOURS**, not the team's.

Lead **NIFO** – Nose In, Fingers Out.
Ask **QUESTIONS**, share **STORIES/EXAMPLES**.

The magic happens when it feels **THEIRS**.
Your people **OWN** the future with you.



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