

THE 5 LEADERSHIP PRACTICES

WHEN LEADING MY DIRECT REPORTS:

Y N

I AM GIVING CLEAR DIRECTION

- Creating the opening
- A compelling vision
- V/TO™

I AM PROVIDING THE NECESSARY TOOLS

- Resources
- Training
- Technology
- People
- Time and attention

I AM LETTING GO OF THE VINE

- Delegate and Elevate™
- GWC™

I ACT WITH THE GREATER GOOD IN MIND

- Company vision (V/TO™)
- My actions
- My decisions
- Walk the talk
- Company needs first

I AM TAKING CLARITY BREAKS™

- "On" the business
- Creating clarity
- Protecting my confidence
- Daily, weekly, or monthly
- Blank legal pad

THE 5 MANAGEMENT PRACTICES

WHEN MANAGING MY DIRECT REPORTS:

Y N

I KEEP EXPECTATIONS CLEAR

- Mine and theirs
- Roles, Core Values, Rocks, and measurables

I AM COMMUNICATING WELL

- Me and them
- You know what is on each other's mind (no assumptions)
- 2 emotions
- Question-to-statement ratio

I HAVE THE RIGHT MEETING PULSE™

- Even exchange of dialogue
- Reporting measurables
- Keeping the circles connected

I AM HAVING QUARTERLY CONVERSATIONS™

- The 5-5-5™
- The People Analyzer™ (Core Values and GWC™)

I AM REWARDING AND RECOGNIZING

- Give positive and negative feedback quickly (24 hours)
- Criticize in private, praise in public
- Be their boss, not their buddy
- The Three-Strike Rule