

FROM THE VAULT: Daring Destinations

Key to Successful Leadership: The intersection of courage and humility from a leader creates the conditions for people to perform well.

Practically: As a leader, have a courageous business plan toward a daring destination—and then humbly come alongside the team to get there.



REMINDERS:

1. People always know what's wrong in an organization, but they wait for the leader to call it out. So cast extraordinary vision by **calling out the vital few things** that will change future performance.
2. Organizations do not take risks, **leaders take risks**. The leaders have to decide and declare what the daring destination is for the people.

HOW TO LEAD TOWARD A DARING DESTINATION:

1. **Narrow** the focus to the vital few things; this may mean saying no to 100 good other ideas.
2. Surround yourself with **people** who can help **execute** big ideas. The hardest part of business is implementation, not ideation.
3. Make sure the things spoken about are actually **implemented** by the organization.
 - a. Give employees permission to stop working on the things that are not driving results.
 - b. Create teams that serve the vital projects and attach resources to those teams. People will be motivated to go where the resources are rather than filling their time with busy work.
4. **Ask** each employee:
 - a. What are you busy with?
 - b. What should you be working on?