

FROM THE VAULT: When Less Is More



Two Best Kept Secrets in Leadership:

1. The less you do the more you accomplish.
2. The less you do the more you allow others to accomplish.

*less means fewer things



Two Common Leadership Myths:

1. I need to strengthen my weaknesses to be a great leader.
2. I need to be good at everything to be a great leader.

Target for leadership: Only do what only you can do.

DELEGATE

A fully exploited strength is a far **greater value** to the organization than a marginally enhanced weakness.

The goal of leadership should be a **well-rounded organization**, not a well-rounded leader. Your weakness is someone else's opportunity to shine.

ASK

Where do I add the greatest value to my organization?

How can I spend the majority of my time here?

REMEMBER

Distinguish between **authority** and **core competencies**. Every leader has authority over areas they are not very good at; great leaders allow others to make the decisions in the areas they have little competency in.

The only way to learn to lead is to lead, so allow young leaders to make mistakes. Don't micro-manage them and risk stifling their growth.