

Ep 16: Vigilant Leadership: The Art of Leading from Afar

Creating autonomous and highly-functional teams

- Create foundational operating principles for success.
 - Set the proper foundation and expectations for operation. Clearly outline what success looks like.
 - Hire the right team with the right talent.
 - Establish trust through integrity.
 - Keep the feedback loop alive and continuous to ensure everyone is on the same page.
- Allow the space for the entire team to grow.
 - Grant autonomy within parameters.
 - Don't dictate solutions. Instead ask: "What do you think we should do?"
 - Invest in personal development of each team member.
 - Tell them when they are doing something right.
- Develop the ability to let things go.
 - It is difficult to lead if you are always in the weeds. If you successfully created all of the above, practice deferring decisions.
 - Empowering your team means accepting mistakes and holding team members accountable. But YOU always take responsibility with upper-management and stake-holders.
 - Be accessible but not always easy to reach.
- Self-awareness is key.
 - Always be cultivating your Personal Brand (check out the Personal Brand Action Plan).
 - Recognize when your self-preservation starts to trump your team preservation. Don't throw your team under the bus.

Areas to address immediately are:

1. _____

2. _____

3. _____

Action Plan:

Action	Timing	Progress	Complete

