

Episode 017: Put Your Team First *mini-guide*



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Summary

Almost everything you do as a manager can be influenced or framed by the mindset of serving your team. When you practice putting your team first, you'll find your team members can truly flourish, accomplishing extraordinary outcomes.

This mini-guide contains a subset of reflection questions and approaches.

The full 5 page guide is available for members of The Modern Manager Community.

“With the servant leadership approach, your job as a manager changes from that of conductor to that of coach and cheerleader.”

Questions

What is your current style and preference? To what extent are you...

- Hands on, sometimes veering into micro-management?
- Hands off, sometimes veering into neglect?
- Big picture, sometimes leaving out the important details?
- Detail oriented, sometimes getting lost in the weeds?
- A big talker, sometimes taking up all the airspace?
- A big feeler, sometimes letting your emotions get the best of you?
- Too austere, sometimes appearing insensitive?
- Avoiding conflict, sometimes to the point of depressing work results?
- Overly ambitious, sometimes asking too much of others?
- Helping others, sometimes going too far by doing the work for them?

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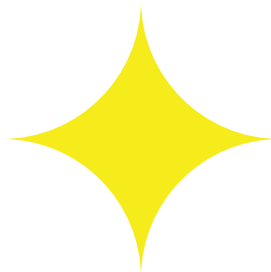


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Approaches

Meetings and Decisions

- Ask others to share their ideas, questions, opinions and concerns first before you share yours.
- If you are generally more talkative, talk less in meetings. See what happens when you leave air space for others.
- If you are generally more quiet, talk more - towards the end of the meeting. See what happens when you share more of your thinking.
- Give credit to and acknowledge who and what has helped you form your opinion or make a decision.
- Use a collaborative decision-making approach such as voting or consensus.
- Empower your team members to meet and make decisions without you. They should inform you of decisions in a timely manner.



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