

7

GIFTS THAT GREAT LEADERS GIVE TO THEIR PEOPLE

1

Give them something to own

You may not be able to give your people an equity stake in the business, but you can let them take ownership over a task, project, process, or client relationship. Great leaders know that ownership breeds commitment.

2

Give them something or someone to trust

Great leaders know that trust impacts everything they do. While high-trust can inspire creativity and engagement, low-trust erodes relationships, results, and commitment.

3

Give them a vision worth the effort

Great leaders paint a clear picture of the team's purpose and the direction of the organization. They don't merely strive to maintain the status quo, nor do they react to every stimulus. Instead, they inspire people to understand the 'why' behind what they are doing.

4

Give them systems that work

Great leaders create systems that help people win. They don't require three signatures for approval when one will suffice. They don't ask their people to produce reports that no one will read or hold meetings that add little value. They don't create systems that require unneeded care and feeding.

5

Give them a voice in the process

Great leaders know that people want to be heard. So, they ask for input, they encourage people to share, and they take employee comments under consideration. This doesn't mean that the leader acts on every team member suggestion. It simply means that they give people the chance to be heard and the respect to listen.

6

Give them a chance to get better

Great leaders create an environment where their people can learn, grow, and develop. They don't limit development to a few 'chosen' people or invest in training that gives an immediate return on investment. Instead, they play the long game and work with people to understand where they are, where they want to go, and the best way to support making it happen.

7

Give them the ability to win (and win big)

Great leaders know that people want to win. They want to know that work matters. Unfortunately, too many people come to work each day just hoping to survive the next meeting, avoid messing up, or escape the workday unscathed. These folks aren't playing to win – they are playing not to lose. Great leaders know that winning matters.