

# 3 WAYS TO BE A MORE PEOPLE-CENTRIC LEADER

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Regardless of your industry, function, or any other aspect of your role, if you want to be a great leader, you must be people-centric. Here are three people-centric actions to help you to be more successful

1

## RECOGNIZE PEOPLE AS INDIVIDUALS

The people you lead are individuals, each with unique capabilities, hopes, dreams, and a wide range of other characteristics that make up the human experience. Your people want to be recognized as individuals. You should know what matters to each of your team members and what motivates each person. Don't assume you know; ask. You might be surprised by their answers.

The best leaders invite their people to participate. They ask them for their feedback on goals, they solicit how best to accomplish work, and they encourage team members to openly track and talk about work progress. Along the way, the team members build something together that they could not do on their own.

2

## INVITE PEOPLE TO PARTICIPATE

3

## CREATE MEMORABLE EXPERIENCES

Think about a great team you have been part of – you likely worked hard, accomplished things that truly mattered, forged enduring relationships, and created a few memories along the way. Ten years from now, your people won't remember the specific goal your team is working on today. They won't recall how many items sold, how much revenue generated, what costs were cut, etc. They will remember what it feels like to work for you. Make their efforts a positive-memorable experience.