

Being a Leader Without Being Bossy

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Being a Leader Without Being “Bossy”

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1. There are clear roles to be played

1. You are on the same team

When you are a boss you are on the same team as your employees. Being on the same team is critical.

2. Your role is different than that of your team

You and your team do different things. This should be clear.

3. Make it a team

Make it about the team and not yourself.

2. There is a difference between a leader and a boss

1. Show, don't tell

Often bosses are viewed as being bossy if they command and tell rather than describe and show.

2. Be a team, not a dictatorship

You want your employees feeling like they are on the same team – and not pawns.

3. Serve Others

A good leader serves the team and not just themselves.

4. Don't Power Play

Don't push your power. Use your power to help the team.

5. Lead, Don't Manage

You want to set directions and objectives, not manage all functions.

3. Being You

1. Show Vulnerability

Let your team know you are real.

2. Speak the Truth

Honest and frankness will get respect.

3. Show a Pure Heart

Are you being real and genuine?

4. Admit Mistakes

You are going to make mistakes. Your team will appreciate if you admit them.

5. Use the Golden Rule

Don't do to others things you wouldn't want done to you.

4. Assess Your Team

1. Screening

Are you being careful about who is on your team?

2. Looking for Abilities

How capable is each team member? What can they do that others can't?

3. Ask Questions

Are you having two-way conversations with your team?

4. Allow there to be problems

Can your team bring problems to you?

5. Get “Buy-in”

1. Make employees buy the goal

Do employees know your objectives and goals?

2. Embrace their style

Are you working with your employees in their style?

3. Empower Them

Are you growing your employees so they can work independently?

4. Express Things as an Opportunity

Does your team know that they can grow and do more?

6. Having a Strong Culture

1. Have Clear Expectations

Is everyone clear on what they should be doing and what is expected?

7. Assisting vs. Micromanaging

1. Let Employees Know Their Jobs

Employees should know their jobs. Your job is to let them do their job.

8. Don't Blur The Lines – Too Much

Keep your roles clear. Don't blur the friend/boss line. But do be friendly.

9. Speak in Roles

Often employees benefit if you talk in term of your roles, not “them” individually.

10. Have Employees Draw Conclusions

Don't tell them. Let them conclude on their own.

11. Fix Problems When They Happen

Fixing issues at the time they happen will build trust.

12. Don't Overthink It

This can be hard. Keep the principles in mind.

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