Leaders. By the Numbers
Cultivate 2015

Futura == Futura

78 quotes & text
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24 credits
Leadership. By the Numbers.

Lopp (rands) – Cultivate 2015
Saying “No” is a finite resource.
Busy is a bug, not a feature.
Be unfailingly kind.
Are these useful?
What is the most important thing you should do as a leader of humans?
Your job is to **inspire** the team.
The Vegetable Talk
Lopp (@rands) – Cultivate 2015
Influence w/out management authority
Delegate something you care about
Hire a human
Fire a human
Put a human on a performance plan
Successfully deliver horrifically bad news
Successfully receiving horrifically bad news
Lay someone off
Be deposed
Ship a thing
Ask for help from an enemy
Promote someone
Sit there calmly when a human loses their mind
Lead leaders
Fail spectacularly
Focus on the Vegetables.
This talk has range
For the new leader
The basics
For the seasoned leader
The basics
Welcome (or Welcome back) to Leadership
You

All of them
#1) Your job is information gathering, abstraction, filtering, and delivery.
1:1s
#2) You are underestimating the long term cost of saying the hard thing.
The obvious cost

- The work that isn’t getting done
- Team morale
- Your sanity
The non-obvious cost

- Your credibility
- The impact on folks you don’t know
- Their sanity
Everyone is replaceable. (Past a certain size)
#3) You probably hire people like you.
Diversity is a no brainer.
Be a diversity ally.
#4) You set tone and cadence – all the time.
Start and finish meetings on time.
#5) You are horribly bad at something.
Delegate
#6) You are in a hurry.
You can’t make a complete assessment of a person for at least **three** months.
Constantly reacting usually means you don’t have a plan and/or aren’t strategic.
Write down your plan.
There will be days where it feels everything is broken.
All of them

You
You become incapable of seeing what is broken after three months.
Three Vegetables
Hold regular 1:1s.
Delegate your B work.
Build a strategy.
Define your principles.
Apply those principles with consistent judgement.
Be unfailingly kind.
Happy leading!