



# The Death of Leadership

## 10-point “Prevention-Is-Better-Than-Cure” Plan

The DON'Ts	The DOs
<p><b>1) DON'T DO MORE THINGS</b>            Don't try to do more things in a day. You only have 24 hours and some of them you really need for sleeping and eating. <b>More hours do not equal more success.</b> If you absolutely must take on new things, make sure they are important (first) and urgent (second). Even if they come from above you in the food chain. (And make sure it's important to you and your team, not important to someone else.)</p>	<p><b>2) DO FEWER THINGS</b>            Look at your delegation style and improve your ability to <b>pass on more of the tasks you have.</b></p> <p>Pass them on to someone who will:            (a) enjoy them            (b) learn something by doing them            or (c) knock them off real quick because they're used to doing them (or get paid for doing them).</p>
<p><b>3) DON'T DECIDE EVERYTHING YOURSELF</b>            Deciding everything yourself puts a rope around your neck. It trains all your people to come to you with every single decision. Unless you want zombies working for you – and you really don't – stop deciding everything yourself.</p>	<p><b>4) DECIDE FEWER THINGS YOURSELF.</b>            Look at your decision-making style and see where you can <b>give more decisions away.</b> (Probably the ones that have less impact on the bottom line or the strategic goals.) Look at your people and see <b>where are the managers who will become tomorrow's leaders?</b> Give away more of your decisions to them. Stretch them. Make them work hard for their development.</p>
<p><b>5) DON'T TELL SENIOR EXECUTIVES WHAT TO DO</b>            Senior executives don't care what you want to happen. And if you do, you'll end up in a straight political fistfight. So don't tell them what you want to happen.</p>	<p><b>6) SPEND TIME PREPARING TO INFLUENCE</b>            Spend time preparing to influence senior executives. Use well known mental triggers, such as social proof and the authority tactic, to put your ideas in front of senior executives. Then let them choose what to do. (You'll be surprised how much you can make happen if you look through your boss's eyes.)</p>
<p><b>7) DON'T SIT IN YOUR OFFICE BLACKBERRYING</b>            Don't spend every minute of the day responding to the agendas of the folks around you. Take charge of your agenda. Spend your prime time each day – 2 hours? – working on your key targets.</p>	<p><b>8) GET OUT AND TALK WITH PEOPLE</b>            It's only through talking with people about their challenges (and yours) that things get done. Get out of the office and talk with people. Find out what's going on. Nudge. Coach. Picking up the phone is a poor second. Email? Never, never as a leadership tool.</p>
<p><b>9) DON'T FORGET YOUR FAMILY AND FRIENDS</b>            No one ever reaches their deathbed and says “I wish I'd spent more time at the office.” If you have children pay attention when they want to show you that painting or play games with you. Soon enough you'll be running after them for a bit of attention.</p>	<p><b>10) TAKE ALL YOUR WEEKEND AND VACATION TIME</b>            Do something special with the people you love. Relax. Your company really doesn't want you to have a heart attack or stroke at age 42. (The insurance payouts are too high.) Remember it's about working to live. Or do you live to work?</p>

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