

Most CEOs are babysitting their leadership teams.
(And they don't even realize it.)

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BUILD YOUR DREAM LEADERSHIP TEAM

7 Steps Smart CEOs Use to Create Self-Managing Teams That Deliver

By Eric Partaker

1. Create Shared Purpose

Build your vision together so every leader feels true ownership.

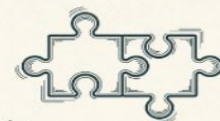
Action: Run a workshop where leaders co-create the 3-year vision. Get everyone's fingerprints on it.



2. Match Strengths to Roles

Put leaders where their natural talents shine. Move mismatches quickly.

Action: Use strengths assessments. Have honest conversations. Make role changes within 90 days when needed.



3. Agree How You'll Work

Together, decide your rules for meetings, decisions, and healthy conflict.

Action: Ask the team: "What behaviors will make us great?" Document and live by them.



4. Make It Safe to Speak Up

Create an environment where challenging ideas is expected and appreciated.

Action: When someone disagrees with you, say "Thank you, tell me more" and mean it.



5. Give Real Autonomy

Trust leaders with full ownership of outcomes, resources, and decisions.

Action: Ask each leader: "What do you need to succeed?" Then get out of their way.



6. Hold Each Other Accountable

Track commitments transparently. Address misses quickly with support, not blame.

Action: Weekly team check-ins: "What did you commit to? What got done? What help do you need?"



7. Invest in Your People

Growing leaders is your highest-return investment. Make it non-negotiable.

Action: Schedule monthly coaching conversations. Ask: "How can I help you grow?" Fund their development generously.

