

Lead Lightly

By Jared Montz

Our leadership strategy is Lead Lightly.

Lead Lightly is defined as win relationship game first, coach second and empower third.

Win Relationship Game, Coach, Empower.

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“No one cares how much you know, until they know how much you care.”

This quote is a source of inspiration for why our Lead Lightly leadership style starts with winning the relationship game first and coaching second. Again, no one cares how much you know until they know how much you care.

Win Relationship Game

Earn, Remove, Build

These are the three stages of winning the relationship game. These take time and will be ongoing. This is why we should always be winning the relationship game as leaders.

In more detail its:

1. Earn Trust
2. Remove Fear
3. Build Confidence

“Coaching is 90% creating an environment your team wants to be in. It’s 10% X’s and O’s.”
- Steve Kerr, Golden State Warriors Head Coach

Coaching the X’s and O’s is the easy part. It’s creating an environment where your team feels like they can trust you, they aren’t in fear you will yell at them for a mistake and they feel more confident because you believe in them which is not so easy. It takes time to Win the Relationship Game. It takes being intentional to Win the Relationship Game. It never stops and can be lost in a moment. Always have the mindset of Win the Relationship Game as a leader.

Coach

Fun, Simply Detailed, Communicate

These are the three stages for how we coach. We make our coaching fun, keep our instructions simply detailed so they are easy to follow and we communicate like next level leaders.

When our team has fun they are engaged. When they are engaged they learn more.

Simply detailed instructions allow our team to learn faster. There is genius in simple.

We communicate like next level leaders to help our team learn how they learn best. By winning the relationship game we learn more about our team members. Like are they an extrovert, introvert, what their personality type is, how their past experiences might affect their future. Knowing these things helps better coach to their learning style.

Empower

Trust, Let Go, Detach

These are the three stages of how we empower. We empower our team members with decision making autonomy as they earn our trust that they can do the job. At this time we let go and detach from how they do. We are there for them if they need us, we continue to lead them, but we don't micromanage. We empower.

At the Empower stage if we've done our job to Lead Lightly, and we continue to Lead Lightly, we detach from their results; they will either do great or not.

Regardless of if our team does great or not, we will continue to Lead Lightly and either lead them up or lead them out.

Summary

Lead Lightly = Win Relationship Game + Coach + Empower

"No one cares how much you know, until they know how much you care."

When asked how we lead? You may answer, "lightly".

Our leadership strategy is to Lead Lightly.