

42 WAYS TO LEAD, INSPIRE, AND MOTIVATE YOUR TEAM

1. Listen carefully to find out what they need to do their job better
2. Get everyone on the same page and involved
3. Be respectful to everyone, regardless of job, seniority, and style
4. Stop micromanaging
5. Lead by example. You are always on stage and they are watching.
6. Be personable and approachable
7. Reinforce your firm's purpose clearly and frequently
8. Always follow through on the promises that you make
9. Be more decisive. Avoid analysis paralysis.
10. Show emotion. Your people want to see that you care and that you are human.
11. Help them reach their potential as performers and as people.
12. Admit it when you don't have the answer
13. Never lead with fear
14. Develop leaders from within your team whenever possible
15. Encourage their personal growth and development
16. Help them learn from their mistakes
17. Hold them and yourself accountable
18. Be intellectually curious
19. Always be learning
20. Be more flexible
21. Understand your purpose and be able to communicate it well
22. Get to know your teammates
23. Be transparent and sincere
24. Hold frequent brainstorming sessions
25. Be accessible
26. Pay them what they are worth
27. Focus on their strengths
28. Show appreciation often
29. Get in the trenches often enough to learn what roadblocks they experience
30. Provide tracking metrics and display results openly
31. Create a more pleasant work environment
32. Remove the slackers. Your team will applaud this heartily.
33. Avoid preferential treatment always
34. Don't lecture. Teach and coach instead.
35. Embrace new ideas instead of looking for ways they will fail
36. Speak the truth. Be honest and show impeccable integrity.
37. Celebrate success often
38. Foster collaboration between people and departments
39. Welcome creativity and innovation
40. Create healthy competition
41. Inspire team spirit
42. Avoid punishing failure