

# THE FIVE LEADERSHIP ABILITIES™

Hitting the ceiling is when you, your department, and/or your company stop growing. It's a feeling of being stuck, overwhelmed, and frustrated. You normally scratch your head and ask, "What happened?" This is actually a good sign because all entities that grow go through growing pains, and hitting the ceiling is a growing pain. While this is scientific, breaking through the ceiling is also scientific. Whether or not you break through the ceiling is in direct proportion to your ability to master five disciplines. Those five disciplines are as follows:

Done

## Your ability to simplify



- As an entity grows, so does the amount of information, details, and units. It gets more complex and chaotic.
- You must dumb it down and keep it simple (KISS).
- Simplify the messages, processes, structure, vision, and communication.
- Ask yourself, "Is it as simple as possible?"

## Your ability to delegate and elevate



- Delegate and elevate to your true skill set.
- True growth is a series of delegating and elevating.
- You only have 100 percent of your working time. If it takes 120 percent to do the job well, you must delegate and elevate the extra 20 percent.
- The people you delegate to and elevate must be the right people in the right seats. They must share your core values, and they must get it, want it, and have the capacity to do the job (GWC™). If they don't, you can't delegate and elevate, and you must solve the people issue first.
- "Let go of the vine."

## Your ability to predict



- You must be strong in both long- and short-term predicting.
- Long-term predicting is your ability to predict and plan 90 days and beyond (climb the tree/work "on" the business).
- Short-term predicting is your ability to solve all issues on a daily and weekly basis for the greater good of the company (IDS).
- Otherwise, your organization won't have direction and the ability to prioritize. Issues will pile up and go unresolved, and things will ultimately implode.

## Your ability to systemize



- Systemize simply means to document, simplify, and get everyone following your six to ten core processes that make up your "way" of doing business.
- Document the 20 percent that gets you 80 percent of the results (The Three-Step Process Documenter™).
- Simplify your processes by taking out redundant steps and unnecessary steps and incorporating checklists.
- "Followed by all" means you must train and manage everyone to follow the process – no exceptions.
- As a result, you will create consistency in your organization. With consistency comes simplicity in management, efficiency, better results, predictability, more enjoyment, and more profitability.
- You have to systemize the predictable so that you can humanize the exceptional.

## Your ability to structure



- You must take a big step back, rise above the organization, and see the big picture. As Kurt Gödel said, "You can't be in a system, while at the same time understanding the system you're in."
- Once you have taken a step back, you must decide what is the right and best way to structure the organization to get to the next level. Forget about people, personalities, and egos.
- Use the Accountability Chart to determine the right structure for your organization. As a result you will identify all available seats and determine who is accountable for what.
- Get the right people in the right seats.