

MINDSET MONTHLY

1 September 2013



10 Things Amazing Bosses Do

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1. **Good Bosses** maintain control and get things done. **Amazing Bosses** know efficiency can be the enemy of efficacy so they create an atmosphere of expansive thinking. They empower their team with time, resources and techniques, to solve big issues with big ideas instead of Band-Aids and checklists.

2. **Good Bosses** foster a sense of community, making room for everyone. **Amazing Bosses** form an internal culture by design by attracting the right people to get on the bus and then get them in the right seats. They also make sure that the wrong people never get on the bus, or if they do, they get off quickly.

3. **Good Bosses** invite creative thinking. **Amazing Bosses** know how to integrate creativity into daily conversation and procedures so that every employee feels natural about being creative.

4. **Good Bosses** create an open environment for voicing concern and frustration. **Amazing Bosses** create an environment where people are empowered to make change on their own to improve product, process, and procedures. They integrate open communication to the point where the expression of honest concerns is expected, required, and desired by everyone involved to achieve the highest levels of team performance.

5. **Good Bosses** encourage career development for their employees. **Amazing Bosses** integrate individual learning and development into every job description so that personal growth is required and rewarded. They know companies that do this thrive, thanks to new leaders rising from the inside. They make sure the company apportions time and dollars toward personal growth so that everyone shares reasonable expectations of commitment and success.

BOOTSTRAP
The Growth Catalyst

6. **Good Bosses** run effective and efficient meetings. **Amazing Bosses** make sure that everyone on the team understands the difference between a valuable meeting and a waste of time and resources. They educate the team on facilitation techniques and give each person consistent practice at structuring and leading effective meetings with postmortem feedback.

7. **Good Bosses** build trust so people feel safe. **Amazing Bosses** encourage constant interaction and high performance within the team so they succeed or fail together, creating tight bonds of loyalty to the company and each other. Successes are met with equal high praise and

rewards, while failures are met with encouraging acceptance and postmortem learning discussions yielding next-step improvements. (Of course amazing bosses know how to make sure people and teams fail safely in the first place.)

8. **Good Bosses** generate happiness in the workplace. **Amazing Bosses** constantly seek and execute ways to help employees gain deep personal satisfaction from their responsibilities so they are inspired and excited to come to work and perform well every day.

9. **Good Bosses** make sure people are responsible for their roles and actions. **Amazing Bosses** promote personal

accountability by providing clear communication and buy-in as to the culture, vision, and goals for the company. They know how to effectively and efficiently align the team, communicate in rhythm, and measure progress so they can adjust quickly with minimal risk.

10. **Good Bosses** know how to praise and show gratitude. **Amazing Bosses** know how to instill a deep sense of personal satisfaction and accomplishment in individual team members. They help employees develop a strong sense of self-confidence and self-praise that outweighs any pat-on-the-back or award provided.

