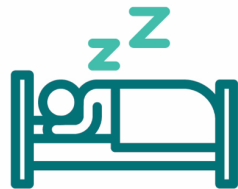


Leadership Essentials: Eating and Dreaming at the Same Time

Optimizing both short and long term results

Leadership is about creating the systems and conditions for your team to be successful. A challenge for most leaders is breaking out of the immediate firefighting mode and making time to focus on the long term.

Never stop eating & dreaming



Eating: getting great short-term results using what you currently have to work with

Dreaming: doing things today to get even better results in the future

Knowing when to eat and when to dream

Knowing when to focus on eating and when to focus on dreaming can be a challenge and there is not a single one-size fits all formula. Generally speaking, the more senior leaders should spend more time dreaming, and front-line team members should spend more time eating.

At the most successful companies I've worked with, senior leaders spend 80 percent or more of their time dreaming

Be intentional about creating time to eat AND dream, and always be looking to establish the correct ratio. How do you know you have the right balance? When you are consistently improving results over time.

| | |
|---|--|
| What is the primary metric that defines success for your team? | |
| What is the biggest obstacle to achieving or improving that metric? | |
| List 2- 3 things you could have done a year ago that could have improved your results today | |
| What prevented you from doing those things? | |
| What are 2-3 things you can do today to ensure you achieve the target a year from today? | |
| What is your current ratio of eating to dreaming? | |
| What steps do you need to take to optimize that ratio? | |

