



DO BUSINESS FASTER™

Jim's Profit Accelerator 261 How to Build Top Leaders

The main block to the emergence of top leaders in your firm is what's in *your* head, Mr./Ms. Senior Leader. Worse, you likely don't see it, or you'll likely only see the top of its head. The block is the inability to see yourself as a senior coach to a first-rate leader, instead of being THE leader. Read that again, because it applies to you.

Here's the story: Initiatives or questions are discussed, but it's up to you to vote yes or no or study more. That's the problem. Why should it be up to you to decide, other than that you like the power? If it's because no one can do it as well as you can, you're not building the leaders who can take your firm past its current level. And building next gen leaders IS your job.

SPEED BUMP: Instead of holding on to power, grow a leader.

Why bother? Would you like better results? Would you like less stress, fewer boring meetings, and more interesting work? Would you like the benefits of better results? This isn't a sales pitch; it's how the best do it.

The technique is simple, but doing it will be one of the hardest things you've done. It's hard not because it's difficult to do, but because it requires you to listen and ask instead of acting.

SPEED BUMP: The discipline of growing leaders is the discipline of waiting and asking.

The core path to change is found using these questions:

1. What do you propose?
2. Why do you suggest that?
3. What is the evidence?
4. What would happen if we didn't do that?
5. What is your next step?

This five-step plan is your ticket to exciting personal growth (yours and your people), on top of results that improve so fast you won't believe it.

In working with a 110-person healthcare firm, I was forced to use this approach because I'm a consultant, not an employee. I asked a key leader questions like these; and when he applied them, our results were off the charts:

- Triple the valuation of the company

- Tripled earnings
- Multiplied pride and power in the key workers

SPEED BUMP: Your best leaders want to get better results, and they're tired of waiting.

ACCELERANT: Which leader will you try this with, and when will you start?

For more information on how you can accelerate revenues and profits in your business, please call or email me.

A note on **SPEED BUMPS:** Use them to click quickly with an idea that can immediately be implemented in your life as a business leader. Think: "How can I use this today?" or "Who can use this?"

For more information, visit www.grewco.com.

Jim Grew, the Business Defogger and Accelerator, helps leaders discover hidden opportunities within their businesses and exploit them for dramatic results. Jim has led 9 businesses, worked in 31 companies at C-level, and is an expert in strategy and executive leadership. He presents regularly to industry groups, mentors business leaders, and shares insights in his Executive Letter (above). Jim holds BA and MBA degrees from Stanford University. In his new book, *The Other Side of Succession*, he shares how to plan for the future by growing your business now.

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