



## Jim's Profit Accelerator 154 Little Red Hen Leadership

The fable of the little red hen opens with the little red hen living in a cottage. Nearby were several animals, including a pig, a goose, and a chicken. The little red hen found a few grains of wheat, and she wanted to plant them. When no one would help, she said, **"I'll do it myself." And she did.**

When you live alone in the woods (or with only a pig, a goose, and a chicken for company), you pretty much have to do everything yourself just to survive. If you lead a group of people in an organization, the LAST THING you should be doing is doing it yourself. Yet this carryover from early working life is so common that it's rife among leaders. And it's a glaring wound that blocks both progress and results. It erases the good teams that exist, and it is one reason why people can be disconnected from their work. What to do?

**SPEED BUMP:** The last thing you should be doing is solving the problem.

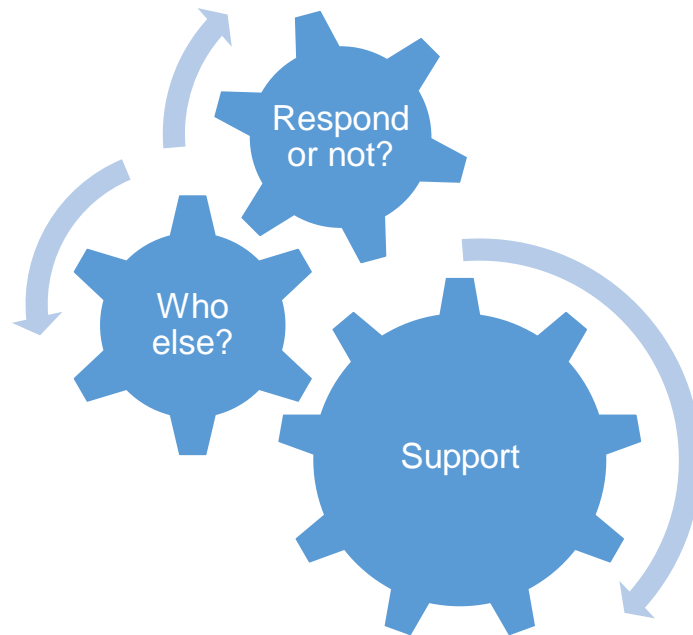
These three questions encapsulate your responsibility as leader. Ask them every time a question pops up:

1. **Should anything be done now?** Here's a place where your "why?" can prevent waste and help re-aim precious resources (yours and your company's).
2. **If so, who else can take the lead?** Make it a habit to NEVER take on a task yourself. The more you do it, the more you prevent growth of competent leadership in your company. It's as insidious as meth. Instead, hand it to the person on your team who's interested in leading the way to a solution.

**SPEED BUMP:** Never take on a task yourself if there's any way to avoid it.

3. **How can I support?**
  - **Clarify the goal.** After the decision to take it on, clarifying the goal is the highest value and most difficult step to a solution. That's where your experience and sense of available resources has the greatest leverage.
  - **Challenge the path to improve it.** Clever and kind questions can take the solution up a notch or two.
  - **Refine the answer and support its launch.** Here is where you can clip the thorns off the plan, provided that you support the person who implements it.

## HOW TO NOT BE AN LRH (Little Red Hen):



**ACCELERANT:** What problem will be the one that you hand off this week?

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](http://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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