LEADING SMARTER PEOPLE
(THED ART OF BUILDING BRILLIANT TEAMS)

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Liquid Web
EVERYONE SAYS “HIRE PEOPLE SMARTER THAN YOU.”

THEY FORGET TO MENTION HOW IT MIGHT FEEL OR WHAT TO DO ONCE YOU’VE HIRED THEM.
HELP PEOPLE
MAKE BETTER DECISIONS
DECISION-MAKING MODELS

- Derivative Consequences
- Cause & Effect (and not)
- Regression to the Mean
- Pareto Principle
- Feedback Loops

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FACILITATE COMMUNICATION
COMMUNICATION FACILITATION

- Meeting & Decision Prep
- Emotion & Bias Reduction
- Data Collection
- Metacognition
- Occam’s Razor
CREATE FOXHOLE EXPERIENCES
LEVERAGING SHARED GOALS
• Leverage Specialists Carefully
• Create Non-Routine Tasks
• Define Goals w/ Dependencies
• Turn on the Clock!
DEFINE AREAS OF RESPONSIBILITY
- Define Swim Lanes
- Leverage Specialties
- Create Leadership Roles
- Help Leaders Evaluate Risks
FOCUS ON GROWTH
BUSINESS, TEAM & INDIVIDUAL
HAVE A CLEAR PATH FOR PEOPLE
DEAL WITH INSECURITIES
Sometimes the insecurity that is the source of negative dynamics you wish to eliminate is also the only source of the brilliance or hard work you really appreciate. I find that you have to be honest and upfront about this.
QUESTIONS?