



STAGE 3 DELEGATION

20-34 Employees



THREE GATES OF FOCUS



People



Profit



Process

THREE FACES OF A LEADER

Visionary



10%

Manager



60%

Specialist



30%

BUILDER/PROTECTOR RATIO

1 Builder to 1 Protector



LEADERSHIP MODALITIES

CEO	- Facilitative
MANAGEMENT	- Supportive
STAFF	- Dominant

NON-NEGOTIABLE RULES

- 1 Delegate responsibility and authority to capable managers and meet with them regularly.
- 2 Create an advanced financial reporting and projection system.
- 3 Instill a team-based mindset throughout the organization.
- 4 Overhaul the business model.
- 5 Without fail, clarify and strengthen any and all communication with employees.

LEADERSHIP STYLE

Primary:	COACHING
Secondary:	DEMOCRATIC
Auxiliary:	PACESETTING

TOP COMPETENCIES

Accurate Self-Assessment
 Achievement
 Developing Others
 Conflict Mangement
 Team Work & Collaboration

