

# THE LEADERSHIP USER MANUAL

## Daily

## Weekly

## Monthly

### Vision/Strategy

- Reflect on the main goal.
- Align tasks with vision.
- Prioritize vision-driven tasks.
- Motivate team towards the vision.
- Measure daily progress.

**Productivity Method:**  
3-3-3 Method



- Review the week's achievements.
- Adjust tactics if off-course.
- Engage in strategic conversations.
- Seek feedback on vision alignment.
- Celebrate vision-related milestones.

**Mental Model:**  
First Principles Thinking



- Assess overall monthly progress.
- Update the strategy if necessary.
- Host vision-refresh sessions.
- Analyze changes affecting the vision.
- Set monthly vision-centered objectives.

**Goal Method:**  
Objectives & Key Results (OKRs)



Justin Mecham

### Communication

- Actively listen to team members.
- Offer clear feedback.
- Reinforce core messages.
- Handle misunderstandings quickly.
- Encourage open dialogue.

**Productivity Method:**  
Eisenhower Matrix



Justin Mecham

- Hold team check-ins/one-on-ones.
- Address any communication issues.
- Have a platform for team expression.
- Update team on any organizational changes.
- Seek feedback on communication.

**Mental Model:**  
Ladder of Inference



- Review communication effectiveness.
- Host Q&A sessions.
- Adjust communication strategies.
- Reiterate long-term goals.
- Encourage cross-departmental communication.

**Goal Method:**  
WOOP Model



### Engagement/EQ

- Self-reflect on emotions.
- Practice active listening.
- Offer empathetic responses.
- Address conflicts promptly.
- Encourage positive team interactions.

**Productivity Method:**  
Pomodoro Technique



- Check-in on team's well-being.
- Address any interpersonal issues.
- Foster team-building activities.
- Seek feedback on leadership approach.
- Reflect on personal EQ growth.

**Mental Model:**  
Theory of Mind



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- Assess overall team morale.
- Attend personal or team EQ training.
- Evaluate impact of leadership decisions.
- Seek mentorship on EQ skills.
- Establish EQ goals for next month.

**Goal Method:**  
Balanced Scorecard



### Decision Making

- Make informed decisions.
- Evaluate daily risks.
- Seek diverse perspectives.
- Prioritize critical issues.
- Analyze daily outcomes.

**Productivity Method:**  
Kanban Model



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- Review weekly decision outcomes.
- Adjust future decisions based on feedback.
- Hold team brainstorming sessions.
- Reflect on decision processes.
- Identify areas of uncertainty.

**Mental Model:**  
Pareto Principle



- Analyze monthly decision impacts.
- Adjust long-term strategies.
- Review risk management outcomes.
- Encourage innovation in solutions.
- Set decision-related goals.

**Goal Method:**  
SMART Goals



### Development

- Recognize individual achievements.
- Delegate new tasks.
- Offer coaching on daily challenges.
- Encourage team self-development.
- Provide constructive feedback.

**Productivity Method:**  
2 Minute Rule



- Review individual progress.
- Identify team training needs.
- Offer mentoring sessions.
- Celebrate team's weekly achievements.
- Plan for future skill development.

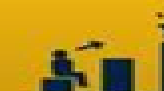
**Mental Model:**  
Occam's razor



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- Evaluate team growth.
- Adjust personal leadership style.
- Plan future team training sessions.
- Set monthly development goals.
- Reflect on leadership development impact.

**Goal Method:**  
Backward Goal Setting



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# Manual Leadership Skills

**Jo Owen**



## **Manual Leadership Skills:**

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*The Leadership Skills Handbook* Jo Owen, 2012-06-03 Winner of the New Manager category at the CMI Management Book of the Year Awards <http://yearbook.managers.org.uk> *The Leadership Skills Handbook* from best selling author Jo Owen reveals the essential skills you need to be an effective leader It shows you what works in practice not in theory Each skill is presented in concise easy to follow format The skills are about the real challenges real leaders have to master Based on research from over a thousand leaders in the public private and voluntary sectors it identifies the practical skills to make you even more successful and offers guidance on all key topics This completely revised second edition of *The Leadership Skills Handbook* is about more than just technical skills it is also about developing the people skills behaviours and values you will need Full of tips exercises and practical wisdom it will help you become a leader that people want to follow

*The Leadership Manual* Hilarie Owen, Vicky Hodgson, Nigel Gazzard, 2004 The only complete manual providing practical guidance on leadership style AND leadership skills The essential day to day learning reference for anybody who is ready to be a leader and not just a manager

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