



Leadership Tips

Why This Matters

The book's leadership message keeps coming back to one idea: leadership is behavior, not a title. It's not about being in charge, it's about being responsible for the environment you create. The tips below focus on the practical side of that, how you actually lead a team day to day, not just the personal discipline piece we already covered.

Lead, Then Get Out of the Way

- ☐ Provide vision and direction, then let your team execute without hovering
- ☐ Have your team report back at completion, not step by step. You want the job to go from A to Z, then the report when Z is done
- ☐ If you're checking your team's work without being asked, that's not leading, it's eroding trust

The Trust Model That Works

The book highlights how the most effective builder presidents actually operate:

- ☐ Read all reports before acting on assumptions
- ☐ Trust the team to deliver
- ☐ Hold a weekly meeting to review goals
- ☐ Ask your team, "What do you need from me"

Avoid the Leadership Bottleneck

The book is blunt that these habits stall a company's growth:

- ☐ Micromanaging every process
- ☐ Constantly changing direction



- ☐ Chasing every new idea instead of finishing what's already started
- ☐ Refusing to hold yourself to the same standard as your team

Let Go to Grow

Doing everything yourself caps your company at whatever you alone can manage.

Watch for:

- ☐ Negotiating every trade contract yourself
- ☐ Redoing your team's work instead of trusting it
- ☐ Policing hours or computer usage instead of results
- ☐ Running meetings with no deadlines or outcomes
- ☐ Playing favorites

Remove Obstacles, Don't Just Push the Date

- ☐ If your team is constantly behind, your job is to clear the obstacle, not reshuffle the schedule
- ☐ Prioritize red flags over busywork. As the book puts it, leadership doesn't need weeds, it needs red flags

Lead Across Departments

- ☐ No single department can fix the company alone. Bring the right people into the room, not just IT or one team, so systems match how the work actually happens



Be the Leader You Show, Not the One You Talk About

- ☐ Set the tone by being the first person to follow the system, not the exception to it
- ☐ Don't hide from problems or wait for someone else to fix them
- ☐ Don't blame departments when something breaks