

## Lead by Accountability

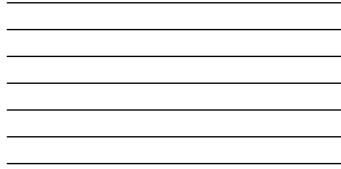
- 1. Leaders take full responsibility for decisions
- 2. Leaders take responsibility for communication
   3. Leaders always think and cay
- 3. Leaders always think and say, "We" instead of "I."
- 4. Leaders run effective meetings
   5. Leaders transform problems into constructive feedback



10













## <section-header><list-item><list-item><list-item><list-item><list-item> Showing Respect • reat people with courtesy, politeness, and indexes. • reat people with courtesy politeness, and indexes. • reat people with a others have to say before expressing your viewpoint. • the not what others have to say before expressing your viewpoint. • the people is ideas to change or improve work. • Trad people the same Implement policies and procedures consistently, so people feel that they are treated fairly and equality. • Trade much more frequently than you criticize.

16



17

## Treat them like a piece of production equipment, instead of a brilliant collaborator.

- 2. Don't give your teammates visibility into the department's or the company's plans.
- Divide and conquer your team by playing favorites
- 4. Use punishment as a tool
- 5. When your team has a victory, don't mention it.
- Stay in your office with the door closed and ignore your employees' email and voice mail messages.
- Overload your employees with crushing amounts of work so that they'll never have an idle moment.

The 7 Deadly Sins of Bad Management

## **Motivation** Tips

- 1. Understand that everyone is motivated differently 2. People don't always know what is motivating to them
- 3. Fear works for only a short time
- 4. Work with people to set specific, achievable goals
- 5. Provide challenge and variety in the work place 6. Take the time to focus on building relationships
- 7. Frame discussions in the positive
- 8. Recognize sincerely and in a timely manner 9. Keep working at it





20

