The Four Horsemen

How many do you have on your team?

- **The Technical Genius:** Our businesses would cease to exist without our Technical Geniuses. Two options here, frequently it is a refreshing opportunity for growth when a technical performer learns how to lead people. Get them a frontline leader and manager training (Managers to Leaders). We can also partner the technical genius with another leader who has strengths in relationships, empathy, coaching, and communication. The two together can develop a high performing team. Hitting performance marks technically while taking great care of your customers because they feel loved and appreciated.

- **The Empty Chair:** The first add should be an administrative resource or Small Business Xcelerator (SBX) as we call them, even if it is just part-time. We have great resources and an expert on our team to help you make an assessment and take action on filling this empty chair. What other work needs to start moving away from the owner's desk?

- **The Underperformer:** We have a whole blog series and a proven format for navigating what is possibly the toughest leadership work, for a small business owner. Click here to read the series.

- **I'm-the-only-one-who-can-Man:** Business owners, if we can't tell the difference between a $15-$20 task and a $150-$200 task that is a problem. Can you determine the bottom 25% of your work? What administrative or repetitive tasks are taking up 10 hours or more per week. Create the process, train your replacement, delegate effectively. After you have done this the first time, you will be surprised on how short you can make the list of things 'only you can do.'

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