

Top 5 Tips for Leaders from Steve Reynolds

1. Give your people your most valuable commodity – your time. Spend as much of it with them as possible, with your phone turned off.
2. Understand what’s going on in the personal lives of your team and reciprocate by sharing yours with them. Vulnerability is the foundation to a relationship where you care about one another. In that, you’ll move mountains.
3. Remember that culture isn’t free Panera once a month. Culture is building an environment where cultivating trust is a non-negotiable, and everyone contributes to developing it in every conversation they have and every move they make. A strategy without a great culture is worthless. Culture comes when it’s “we before me”.
4. Know what’s noise – those small things that really don’t matter. Steer away from them and reinforce the same to your team.
5. Practice gratitude. Openly telling members of your team how much they’re valued and appreciated gives you wide latitude to growing them as people and team members. Plus, it’s the right thing to do.

Book recommendations: “Daring Greatly” by Brené Brown and “The Power of Moments” by Chip and Dan Heath

Top 5 Tips for Leaders from Mike Dungan

1. Transparency and Honesty make for feelings of security
2. Hold everyone accountable
3. Say personal thank you to those who have recently done a great job
4. Recognize publicly those who have recently done a great job
5. Make time for fun

Top 5 Tips for Leaders from Scott Clayton

1. Listen First

2. Never Assume

3. Be Transparent

4. Build Culture

5. Build Leaders