

**Module 2 | SESSION 11**  
**Developing People More Effectively - Part 2**

*Whenever you see a successful business, someone once made a courageous decision. ~ Peter F. Drucker*

We've been considering, what you can do to intentionally develop people around you. We showed you 3 tips in the last session:

1. Invest in You
2. Simplify
3. The 4C's

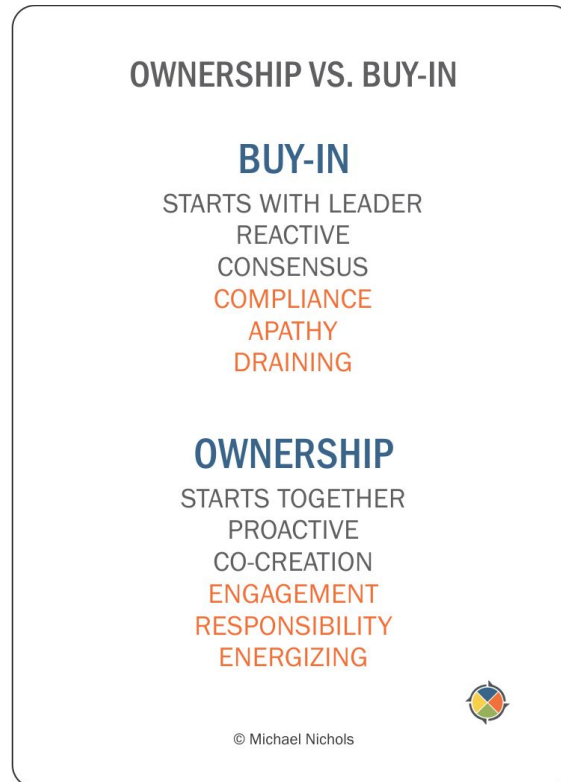
In this session, we are going to look at 2 more Fast Action Tips to help you to intentionally develop people around you.

**Tip #4 - Make Decisions that \_\_\_\_\_.**

Remember – what is lauded as brilliance after the fact often feels like foolishness in the moment.

To help keep moving forward, regularly remind yourself– everything is an \_\_\_\_\_.

**Tip #5 - Ownership vs. Buy-in**



**With** \_\_\_\_\_...

A leader develops a plan, the vision, a new product or service, then takes it to their team members after-the-fact for input, feedback, and ultimately, buy-in.

**With** \_\_\_\_\_...

A leader provides strategy, however, the team develops the vision with the open-handed guidance of the leader.

Buy-in results in \_\_\_\_\_. Ownership results in \_\_\_\_\_.

### **Fast Action Steps**

1. What decision have you been postponing that you need to make?
  
  
  
  
  
  
  
  
  
  
2. How could you begin to implement an ownership culture with your team and organization?