

THE LEADERSHIP USER MANUAL

Daily

Weekly

Monthly

Vision/Strategy

- Reflect on the main goal.
- Align tasks with vision.
- Prioritize vision-driven tasks.
- Motivate team towards the vision.
- Measure daily progress.

Productivity Method:
3-3-3 Method



- Review the week's achievements.
- Adjust tactics if off-course.
- Engage in strategic conversations.
- Seek feedback on vision alignment.
- Celebrate vision-related milestones.

Mental Model:
First Principles Thinking



- Assess overall monthly progress.
- Update the strategy if necessary.
- Host vision-refresh sessions.
- Analyze changes affecting the vision.
- Set monthly vision-centered objectives.

Goal Method:
Objectives & Key Results (OKRs)



Justin Mecham

Communication

- Actively listen to team members.
- Offer clear feedback.
- Reinforce core messages.
- Handle misunderstandings quickly.
- Encourage open dialogue.

Productivity Method:
Eisenhower Matrix



Justin Mecham

- Hold team check-ins/one-on-ones.
- Address any communication issues.
- Have a platform for team expression.
- Update team on any organizational changes.
- Seek feedback on communication.

Mental Model:
Ladder of Inference



- Review communication effectiveness.
- Host Q&A sessions.
- Adjust communication strategies.
- Reiterate long-term goals.
- Encourage cross-departmental communication.

Goal Method:
WOOP Model



Engagement/EQ

- Self-reflect on emotions.
- Practice active listening.
- Offer empathetic responses.
- Address conflicts promptly.
- Encourage positive team interactions.

Productivity Method:
Pomodoro Technique



- Check-in on team's well-being.
- Address any interpersonal issues.
- Foster team-building activities.
- Seek feedback on leadership approach.
- Reflect on personal EQ growth.

Mental Model:
Theory of Mind



Justin Mecham

- Assess overall team morale.
- Attend personal or team EQ training.
- Evaluate impact of leadership decisions.
- Seek mentorship on EQ skills.
- Establish EQ goals for next month.

Goal Method:
Balanced Scorecard



Decision Making

- Make informed decisions.
- Evaluate daily risks.
- Seek diverse perspectives.
- Prioritize critical issues.
- Analyze daily outcomes.

Productivity Method:
Kanban Model



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- Review weekly decision outcomes.
- Adjust future decisions based on feedback.
- Hold team brainstorming sessions.
- Reflect on decision processes.
- Identify areas of uncertainty.

Mental Model:
Pareto Principle



- Analyze monthly decision impacts.
- Adjust long-term strategies.
- Review risk management outcomes.
- Encourage innovation in solutions.
- Set decision-related goals.

Goal Method:
SMART Goals



Development

- Recognize individual achievements.
- Delegate new tasks.
- Offer coaching on daily challenges.
- Encourage team self-development.
- Provide constructive feedback.

Productivity Method:
2 Minute Rule



- Review individual progress.
- Identify team training needs.
- Offer mentoring sessions.
- Celebrate team's weekly achievements.
- Plan for future skill development.

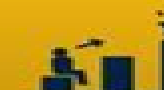
Mental Model:
Occam's razor



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- Evaluate team growth.
- Adjust personal leadership style.
- Plan future team training sessions.
- Set monthly development goals.
- Reflect on leadership development impact.

Goal Method:
Backward Goal Setting



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Manual Leadership Skills

Xiaolong Qi



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