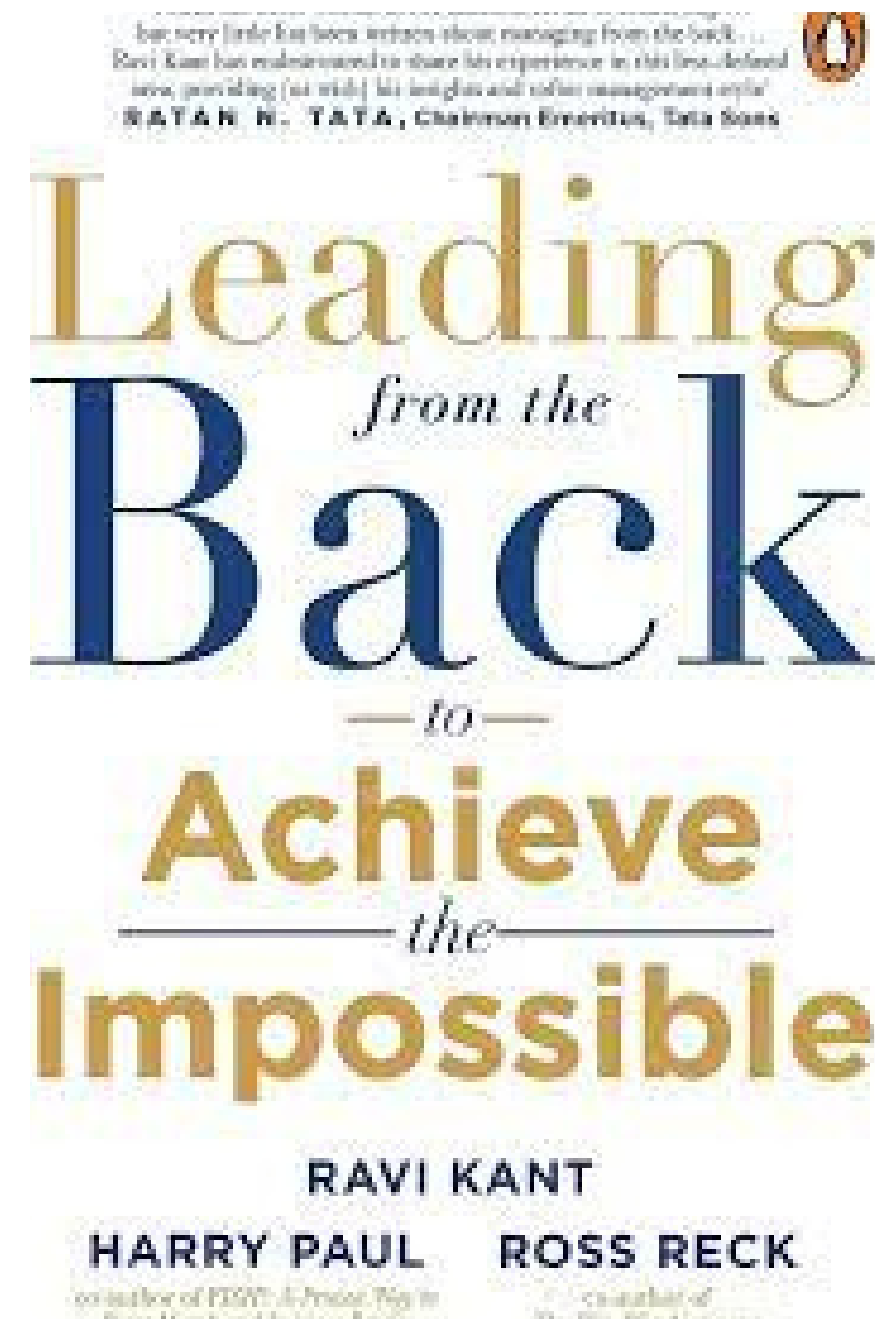


# Leading From The Back



# **Learning of 5 decades in 3 Questions**

**How Should I Be?**

**How Should I Deal With The Team?**

**How Should I Deal With The Task?**

**Friends are not those who tell you  
what you **want** to hear,  
rather those who tell you what you  
**NEED** to hear**

**The **First part** is about how one must prepare to be successful at leading from the back**

**The **Second part** is about how I must interact with the team to maximize their interest in participation**

**The **Third part** is about how team members pursue bold rather than incremental accomplishments**

**How Should I Be?**

**Have an Open Mind**

**Assume Ownership**

**Be Detached**

# How To Have an Open Mind ?

**Having a closed mind as a leader is the kiss of death**

**It's something you should fear having because it leads  
you to FAILURE**

**Having an open mind is about Growing and Learning.**

**When people challenge the way you're doing things or make suggestions for improvement, appreciate them for their help in making the team more successful rather than being defensive and turning them away**

## **Assume Ownership**

**It's about seizing the opportunity and finding out that you're much more passionate about performing your role.**

**This passion rubs off on people you're leading and soon they start to assume ownership**



## **How Should I Be Detached?**

**Lead from the back so that the focus is not on YOU**

**The hardest part for some people is Being Detached**

**You can do this by giving your team the credit and not yourself as the leader.**

**And so, you lead from the back**

## **Leading From The Back**

**As a leader, when you take the blame for your team's failure, it indicates to the team that you have their back and that you trust in their abilities.**

**So, the team trusts you too.**

**This is a leader a team wants.**

**And it motivates them to improve and not repeat their mistakes**

# How Should I Deal With The Team?

**Build Trust**

**Collaborate**

**Leverage Strengths**

## **How To Build Trust?**

**Leading from the back is about people who connect through personal relationships.**

**As the relationships develop, it naturally builds the trust among the team**

**Build personal relationships with your team.**

**Know them and let them know you. People have to like you before they can trust you.**

**Making others feel good about themselves is more important to your success than how competent they are.**

# **The 4 Bs to Build & Maintain Trust**

**Be Real**

**Be Kind**

**Be Interested**

**Be Appreciative**

## **Be Real**

**Being Real is about being honest, open, humble,  
and respectful.**

**Don't come across as someone superior to your  
team members**

## **Be Kind**

**It means to be pleasant to be around.**

**Be the kind of team member/leader, the team is happy to see when they come to work.**



## **Be Appreciative**

**Acknowledge and thank the team members for their contribution.**

**People love to work under a leader when their work is being appreciated**

## **Be Interested**

**People love to talk about themselves and about things that are important to them.**

**So ask them questions about them, and let them talk.**

**Show them your genuine interest by giving them your undivided attention**

**How Should I Deal With The Task?**

**Test The Limits**

**Look Outside In**

**Be Tough Softly**

# Test The Limits

**When given a task/assignment, you have 2 options.**

**You can be satisfied with the way things are and carry things as usual**

**OR**

**You are not satisfied with the way things are and would like to change things for better**

**Look Outside In**

**Look at the performance target and then try to achieve it by working backward.**

**You achieve targets smoothly when you start leading from the back.**

## **Be Tough Softly**

**Be tough and demanding when it is about targets and achieving them**

**But be kind and supportive to the people who have to achieve the targets**

**What was the role of the author as a leader?**

**“My role as a leader was to respect the fact that this messy business of venting was crucial for building trust and then to get out of the way and let it happen.**

**There were 2 rules for the meeting:**

**No one would put the other person down**

**Everyone would have their say without being interrupted**

**The role as a leader is to  
not make yourself the best  
but to make everyone else  
on the **TEAM** better**



# Disclaimer

**This is just a summary. For a better understanding,  
reading the book is highly recommended**

**This summary is as per my interpretation and learning**

**Please excuse any errors**

**Thank You For Reading**

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