

Leading Beyond the Title

Practical Leadership for Everyday Conversations

Leadership is a daily choice.

- Every conversation builds trust
- Every piece of feedback shapes confidence
- Every interaction teaches people what leadership looks like

"Leadership is not about being in charge. It's about taking care of those in your charge."

-Simon Sinek

Beyond Managing: Leading People

Managers	Leaders
Focuses on tasks	Focuses on people
Provides answers	Asks questions
Controls the process	Builds ownership
Corrects mistakes	Coaches through mistakes
Monitors constantly	Creates clarity
Measures output	Measures team growth



People may forget how you managed the work, but they'll always remember how you made them feel while doing it.

The Coaching Mindset

The same message can build trust....or damage it.

Instead of	Try
You already asked that.	Happy to go over it again. Which part feels unclear?
You should know this.	Let's walk through the process together.
I'll fix it.	Walk me through your thinking
That's wrong.	Tell me how you approached it.
Don't do that.	Here's what has worked well for me.

"People don't leave organizations. They leave managers."

-Marcus Buckingham



The Cost of Micromanagement

"Control leads to compliance. Autonomy leads to commitment."

-Daniel Pink

Micromanagement rarely starts with bad intentions.
It usually starts with a desire for quality, consistency, or speed.

What happens when leaders control instead of coach?

- Lower confidence
- Less ownership
- Slower decision-making
- Reduced creativity
- More dependency



When people don't feel trusted, they stop thinking independently and start waiting for permission.

Building Trust & Psychological Safety

Trust creates safety. Safety creates growth.



Trust is built when leaders:

- Keep commitments.
- Listen to understand, not to respond.
- Give credit publicly.
- Give feedback privately.
- Stay curious instead of making assumptions.



"Trust is earned one marble at a time."

-Brené Brown

People feel psychologically safe when they can:

- Ask questions.
- Admit mistakes.
- Share ideas.
- Challenge respectfully.
- Learn without fear.

**Psychological safety doesn't remove accountability.
It creates the confidence needed to improve.**

The Real Measure of Leadership

**Leadership isn't measured by how busy you are.
It's measured by what happens when you're not there.**

Would your team...

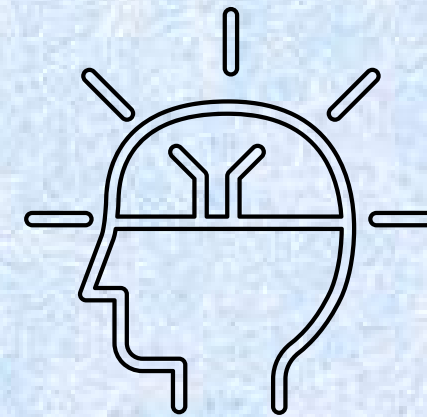
- Make good decisions?
- Support each other?
- Keep learning?
- Deliver without waiting for permission?

If your answer is "yes"...

You've built leaders. Not followers.

Take one minute and ask yourself:

- What's one habit you'll stop doing this week?
- What's one coaching behavior you'll start using tomorrow?



Continue Learning

Recommended Books

- Leaders Eat Last - Simon Sinek
- Dare to Lead - Brené Brown
- The Fearless Organization - Amy Edmondson

TED Talks

- Why Good Leaders Make You Feel Safe - Simon Sinek
- Building a Psychologically Safe Workplace - Amy Edmondson

Recommended Podcast

- The Craig Groeschel Leadership Podcast

Leadership isn't a destination. Keep learning, listening, and growing.

**Thank You.
Ganna Kamel**