



EP. 114 KARL MECKLENBURG

WITH HOST DON YAEGER

(11:30) "The Broncos coaching staff saw things in me that no other coach had seen before. There are people in your organization that have signed on for a specific job because that job was available, but they would help your team so much more if they were in a different position. They have already made a commitment to your organization. Now you make a commitment to them." *Reflection Question: Pick one person that is committed to your organization. What are their strengths? Are you capitalizing on them?*

(12:00) Use _____ to help the team. Use the strengths of the teams to cover for the weakness of the individual. That is what great coaching is about. That is what great leadership is about.

(26:55) A team is like _____. By adding or subtracting a leader or an ego, your momentum will slide toward success or failure as the middle follows suit. Get people in the middle group involved in leadership. Give them opportunities to say what is important.



GREAT LEADERS	UNCOMMITTED	EGO-BASED
Long-term thinking "We" instead of "Me" Prioritizes the team's mission	This is the largest group of people. The way they slide will determine the direction of your organization.	Short-term thinking "Where is my money?" "How little can I do to keep my job?"