

Unleash the power of your people

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The power from above them

Leadership is important in business. It's how you manage your team, it's how you manage your culture, it's how you manage your customers. But leadership can often become a static process. Once the company has been founded, the founders' leadership style may not change as much as the company does. As a result, there may be a disconnect between what the founders believe in and what the company needs. This article will explore how to overcome this disconnect by understanding the different stages of company growth and how to adapt your leadership style accordingly.

When a company is first founded, the founders are usually the ones who have the most influence over the direction of the company. They are the ones who have the most knowledge about the product or service they are offering, and they are the ones who have the most experience in running a business. This means that the founders' leadership style is likely to be very hands-on and involved in every aspect of the company. They may be micromanaging their team, making decisions on behalf of the team, and being very involved in the day-to-day operations of the company. This is a common leadership style for founders, as they want to ensure that the company is successful and that they are personally responsible for its success.

As the company grows, the founders' role may change. They may no longer be involved in every decision-making process, and they may delegate more responsibility to their team. This is a natural part of company growth, as the founders need to focus on scaling the business rather than managing it day-to-day. However, if the founders do not adapt their leadership style to reflect this change, they may find themselves becoming irrelevant to the company's success.

The founders' leadership style may also change as the company grows. For example, if the company is a startup, the founders may be very risk-taking and willing to take calculated risks to achieve success. However, as the company grows and becomes more established, the founders may become more conservative and less willing to take risks. This is because the company now has more resources and more stakeholders, and the founders need to consider the impact of their decisions on these stakeholders. The founders may also become more focused on long-term goals rather than short-term goals, as they need to think about the company's future rather than just its immediate success.

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In conclusion, leadership is important in business. It's how you manage your team, it's how you manage your culture, it's how you manage your customers. But leadership can often become a static process. Once the company has been founded, the founders' leadership style may not change as much as the company does. As a result, there may be a disconnect between what the founders believe in and what the company needs. This article will explore how to overcome this disconnect by understanding the different stages of company growth and how to adapt your leadership style accordingly.

Remember, the power is in the people. By unleashing the power from above them, you can lead your company to success.

—Oscar Wilde, *Salomé*, Act II, Scene 1

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