



character

a 52-week series about amplifying your
management & leadership skillset

create

Loyalty

Overview

If there was one thing I would share about management & leadership...

It would be about **loyalty**. Think about the leader that made a difference in your life. Someone you followed. Why? What was it about them that inspired you? Now reverse that...how are you at establishing this same loyalty with your team as their leader?

*“You cannot buy loyalty; you cannot buy the devotion of hearts, minds, and souls.
You have to earn these things.”*

Clarence Francis

For the week...

- Reflect: If someone asked your team why they follow you, how would they answer? What do you need to embrace, amplify and change?
- Act: Ask you team what one thing you can do for them, to support them this week. Then, this is the critical part, do it.
- And then look at all the opportunities in the week where you can facilitate big and little tasks, support and behaviors where “they come first”.

Let's be real, **they work for you**. Many managers and leaders follow a transactional model, where in exchange for a paycheck, team members are expected to do certain tasks. Is that the degree of loyalty you expect? Yes, there are requirements to any job. And there also requirements of the manager and leader to grow their team



**To learn more about this series, contact Kurt Reinhart.
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