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GREAT
LEADERS
DON'T
Work Hard

8 Counterintuitive Leadership Lessons for
Thought Leaders, World Changers, & CEOs

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GREAT LEADERS DON'T *Work Hard*

8 Counterintuitive Leadership Lessons for
Women World Changers

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preface

I'm excited to share this teaching with you. This teaching is a revelatory way of learning to help you shift your mindset and open your heart to transformation. All of what you read here may go against what you have heard over the years and what you believe—and that's the point. If something doesn't sit right with you, you can disagree. That's okay with me. If it helps you, then I'll be happy about that. This is simply to open your mind up to true freedom. Also, let me point out that I focus on The Law of Language, a process of reframing language as a way to create the life you deeply desire, so words may have different definitions than what you're used to. Mull over them and see how they feel in your body. If you like what you read, adopt it and see how it changes your life. Love y'all!

 Jarvis
Identity Life Coach & Personal Growth Educator

introduction

What the heck makes a leader a GREAT leader? Leaders are individuals that guide and mentor others to success, prosperity, and growth. However, they must first learn how to lead themselves. Great leaders realize that they are the most effective with their teams and organizations when they are not working hard. You read that right. Leaders who build the strongest and happiest teams have the epiphany that working hard is NOT a flex. "Great Leaders Don't Work Hard" is a rapid read about eight counterintuitive lessons that surfaced as I worked with educational leaders, business executives, and business CEOs over the past 5 years. Along with my own personal experiences as a former educator, brick and mortar business owner, community leader, and now coach, the next few slides will reveal what it looks like to not work hard.



lesson 1: give up.

give up.

As a leader, you must relinquish the tasks, responsibilities, and resources to others to ensure success. Your focus must be on building the best team and that starts with you giving up the desire to do everything all the time. Great leaders only do about 5% of the manual tasks in an organization as they have the most skilled and knowledgeable experts surrounding them. Leaders such as CEOs do not always know how to do everything. They know who can do what they don't know how to do. This counterintuitive approach opens the door for you to be innovative in your business—not just busy.



lesson 2: sit down.

sit down.

Yes, you read that right. Take a minute to stop moving and shaking, so you can communicate clear standards, commitments, and boundaries to those who will keep your organization or business running and profitable. Sit down for more than 10 minutes with your leadership team and lay out what is necessary for success. This may even mean sitting down with multiple smaller groups of people in your business to develop stronger relationships. The stronger the relationships within your organization, the more likely you'll be to reach and exceed your potential.



lesson 3: lean back.

lean back.

I know, you've been told to lean in, and I'm not disagreeing with that approach. However, I'm going to suggest that you lean back more than you lean in. When you lean back as a leader, you focus on the wider view of your company's future. You are able to see several angles at once—to include blind spots that may be keeping your company from the next level. Leaning back is more about vision than mission. The big picture. Leaders who lean back are able to observe what is happening across the board before making decisions.



lesson 4: lose control.

lose control.

Wait what? Aren't leaders supposed to control their teams for maximum impact? Well actually, control is the #1 downfall to effective leadership. Control is to exert power over another by creating the fear of loss as a means to increase productivity.

Lose control (in my Janet Jackson voice). It's not helping your team. It creates resentment and causes your team to rebel more than you know. Instead of focusing on control—focus on community. If you can cultivate community, you won't need control. Your team will be eager to do what you ask them to do.



lesson 5: say less.

say less.

Choosing to listen more than you speak is the cornerstone to impactful leadership. Many leaders are innovative thinkers, eloquent speakers, and decorated educators. So, they are often accustomed to speaking, mentoring, and teaching. Essentially, they talk a lot. A LOT! This means they have to practice saying less and listening more. This approach allows those in leadership to hear what is said and what isn't said. When we can listen, hear, and decipher while holding our own responses in for a while, we open ourselves up to fresh possibilities.



lesson 6: hold off.

hold off.

Keep your impulses to a minimum. If you feel the desire to make a decision immediately, practice holding off for 3-4 hours. Now, it is clear that some decisions will be time-sensitive, and you won't have 3-4 hours of process time. However, when time allots--HOLD OFF. To be sure you are making the most effective and efficient choice, you'll need to breathe through your decisions. Take a moment and allow the decision to simmer. This is not the same as overthinking. Overthinking includes reviewing all of the options multiple times with no decision making. Holding off means intentionally sharing the decision you're going to make at the best moment.



lesson 7: play games.

play games.

Lighten up. Laugh a little. Play games or something. Whatever you choose to do, allow your humanity and humility to shine through as a leader. You are not a robot, and your organization needs to know that. Do you literally have to set up Boardgame Day or do those cheesy team building activities? Nope! You do need to encourage freedom, fun, and flow into your business to heighten creativity and productivity. The best team members are the ones happy to come work with you.



lesson 8: stay goodbye.

say goodbye.

In true creative fashion, this one comes last. Learn to say goodbye. According to Boys II Men, it's so hard to say goodbye, but you have to make it easier. This is not only about saying goodbye to lackluster team members.

This is also about saying goodbye to antiquated strategies, ineffective tactics, and outdated methods. The most effective leaders are authentic and thoughtful in their goodbyes. If you run a family business and have to say goodbye to grandpa's old accounting system, do it with dignity—but do it! Say hello with enthusiasm and say goodbye with grace. They both play a huge role in how your company maintains the ups and downs of business.

conclusion.

As I end this rapid read (mini book), I want you to know that you were born to be a leader—in your life, your business, and your future. And even if you weren't taught everything about leadership during your studies, you were still born to succeed. As a leader and world changer, you have the power to build a multi-million dollar company based on community, culture, and commitment. You have the power to be an asset to your growth and not the bottleneck. You have the power to honor the humanity of those who help you manage and grow your vision and mission.

And to that, I say—TAKE THESE EIGHT, & GO BE GREAT!



J A R I U S M . E D E N S

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