



Intentional Executive Laziness: The Leadership Skill We Don't Talk About Enough

Most leaders don't fail because they work too little.

They fail because they work on the wrong things.

That's where **Executive Intentional Laziness**—the discipline of stepping back so your people can step up comes in. It's not about slacking off. It's about resisting the urge to micromanage, over-control, or insert yourself into every decision simply because you can and/or do not trust your subordinates.

Executive Intentional laziness is a strategic choice. It says:

"I trust my team."

"I don't need to be the smartest person in the room."

"My job is to create space, not fill it."

When leaders practice intentional laziness, three things happen:

1. Teams grow faster.

People develop judgement only when they're allowed to use it. Hovering kills capability.

2. Leaders stay at the right altitude.

You can't think strategically if you're buried in tasks your team is fully capable of handling.

3. Accountability becomes shared, not centralized.

Ownership rises when leaders stop rescuing, fixing, or over-directing.

The hardest part?

Intentional laziness requires discipline. It's easier to jump in than to hold back. It's easier to control than to trust. But high-performing teams aren't built through constant oversight—they're built through empowered execution.

If you want to elevate your leadership, try being "lazy" on purpose.

Not disengaged.

Not absent.

Just intentionally hands-off in the moments where your team is ready to lead.

Sometimes the most powerful move a leader can make is the one they don't make.

Note: *To maximize an executive team's ultimate success, it is imperative to be vigilant in building it with the "right people on the bus." Cultural misfits, unqualified members, misalignment and dishonest or deceptive team members will ultimately result in lackluster performance or failure.*