

A **great leader** does not simply manage tasks — they shape culture, inspire people, and drive meaningful results.

Here is a complete, practical, and modern breakdown of what top-tier leaders actually do.

ROLES OF A GREAT LEADER

1. Vision Setter

A great leader:

- Defines a clear direction for the team or organization
- Communicates purpose in a way people understand and believe in
- Connects daily work to long-term goals
- Helps people see *why* their work matters

Example: “Here’s what we’re building, here’s why it matters, and here’s your role in achieving it.”

2. Culture Builder

Leaders shape the environment people work in:

- Establishes norms: respect, accountability, trust
- Promotes collaboration and openness
- Sets expectations for how we treat each other
- Ensures psychological safety

Culture = what you allow, what you reward, and what you correct.

3. Decision Maker

Great leaders:

- Make informed, timely decisions
- Balance data with experience
- Own responsibility for outcomes
- Avoid analysis paralysis
- Empower others to make decisions too

Bad leaders avoid decisions. Great leaders make them.

4. People Developer (Mentor + Coach)

No leader is great without growing others.

Responsibilities:

- Identify strengths and potential
- Provide feedback (clear, kind, actionable)
- Create opportunities: stretch tasks, visibility, challenges
- Coach people through obstacles, not around them
- Celebrate progress

Your team’s success is your success.

5. Strategic Thinker

A great leader:

- Thinks 6–12–24 months ahead
- Identifies risks before they become crises
- Balances short-term needs with long-term goals
- Aligns team activities with organizational priorities

Strategy is choosing what NOT to do as much as what to do.

6. Communicator

Leadership communication must be:

- Clear
- Consistent
- Honest
- Calm
- Transparent during problems

They translate complexity into clarity.

If people are confused, leadership is unclear.

7. Problem Solver

Not by doing the work — but by enabling others:

- Ask the right questions
- Remove obstacles
- Allocate resources
- Keep the team focused on solutions, not blame

Great leaders fix systems, not people.

8. Relationship Builder

A great leader builds trust because trust creates speed.

Responsibilities:

- Listen actively
- Understand motivations and concerns
- Build cross-team partnerships
- Handle conflict fairly and directly

Strong relationships = strong influence.

9. Accountability Driver

Great leaders:

- Set clear expectations
- Follow up, not micromanage
- Address performance issues directly and respectfully
- Hold themselves accountable first

Accountability with empathy is the sweet spot.

10. Role Model

People copy what leaders *do*, not what they *say*.

A great leader models:

- Integrity
- Calmness under pressure
- Respect
- Hard work
- Optimism
- Consistency

Your behavior becomes the standard.

⭐ RESPONSIBILITIES OF A GREAT LEADER

Below is a concise, practical list that any leader can adopt:

- ✓ Provide clear goals and expectations
- ✓ Set team priorities and direction
- ✓ Develop and coach team members
- ✓ Give feedback (positive and corrective)
- ✓ Make decisions with confidence and fairness
- ✓ Ensure team collaboration and communication
- ✓ Remove barriers slowing down the team
- ✓ Promote a healthy, respectful culture
- ✓ Recognize and reward contributions
- ✓ Represent the team to senior leadership
- ✓ Maintain calm during crises
- ✓ Create opportunities for team growth
- ✓ Build trust through transparency and integrity
- ✓ Manage performance issues early and fairly
- ✓ Improve processes and systems continuously

🏆 In one sentence

A great leader creates clarity, builds trust, grows people, and delivers results — consistently and with integrity.

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GREAT LEADER DAILY CHECKLIST (10 MINUTES MORNING + 10 MINUTES EVENING)

This is the same type of framework used by senior executives and top leadership coaches.

MORNING — 10 MINUTES

1. Set Today's Top 3 Priorities

- What must be achieved today?
- What will move the team/mission forward?

If everything is important, nothing is important.

2. Identify Who Needs You Today

Ask:

- Who needs guidance?
- Who needs clarity?
- Who needs encouragement?

Leaders don't wait — they *proactively* support.

3. Communicate Early

Send one message that creates clarity:

- a goal
- a reminder
- a decision
- a direction

Clear communication = fewer problems later.

4. Check Your Emotional Tone

Ask:

- "What energy do I want to bring today?"
- Calm?
- Focused?
- Positive?

Your attitude is contagious — positively or negatively.

EVENING — 10 MINUTES

5. Review the Day's Results

Ask:

- What worked?
- What needs improvement?
- What should be carried to tomorrow?

6. Recognize Someone

Send a quick:

- thank you
- praise
- shout-out
- appreciation

Great leaders *notice* people.

7. Self-Reflection (2 Questions)

- Did I bring clarity today?
- Did I help someone grow today?

If yes → you led well today.

If no → you adjust tomorrow.

8. Disconnect Intentionally

Leadership needs rest.

Recharge your clarity and emotional stability.

THE 10 TRAITS YOU PRACTICE DAILY

Trait	Action
Clarity	Communicate direction early
Calmness	Respond, don't react
Accountability	Follow through on commitments
Empathy	Listen without interrupting
Coaching	Guide, don't override
Recognition	Celebrate progress
Presence	Be available when needed
Focus	Keep people aligned to goals
Fairness	Treat issues consistently
Integrity	Be honest, respectful, reliable

PERSONALIZED LEADERSHIP DEVELOPMENT PLAN

YOUR LEADERSHIP PROFILE SUMMARY

Strengths:

- High trust from team
- Calm under pressure
- Supportive and encouraging
- Gives credit and recognition
- People return to you for guidance
- Good communicator

Growth Opportunities:

1. More consistent decision-making
2. Strengthening coaching boundaries (guide without taking over)

These are small enhancements — not weaknesses.

3-Month Leadership Development Plan

MONTH 1 — Sharpen Decision-Making

Goal: More consistent, confident decisions

Actions:

1. **Use a 4-question framework** for decisions:
 - What is the goal?
 - What are the risks?
 - Who is impacted?
 - What does the data say?

2. **Time-box decisions**

For non-critical decisions → decide within **24 hours**.

Overthinking kills leadership speed.

3. **Document 3 major decisions/week**

Track:

- What was the decision?
- Why was it made?
- What was the outcome?

This builds pattern-recognition → faster decisions later.

MONTH 2 — Strengthen Coaching Skills

Goal: Empower people to own solutions

Actions:

1. **Use coaching questions instead of giving answers**
 - “What options have you considered?”
 - “What outcome do you want?”
 - “What’s blocking you?”
 - “What do you think is the next best step?”

2. **Delegate with context, not instructions**

Tell them:

- *what* the goal is
 - *why* it matters
 - *when* it's due
- (Not *how* to do it)

3. **Let people struggle (but not drown)**

Small, safe levels of struggle build skill and confidence.

MONTH 3 — Become a Force Multiplier

Goal: Scale your leadership impact across multiple people**

Actions:

1. **Build a recognition system**

Give:

- weekly appreciation
- monthly spotlight
- team wins summary

2. **Empower future leaders**

Identify 1–2 people with potential and mentor them intentionally:

- Give them visibility
- Let them lead small meetings
- Let them make decisions under your guidance

3. Improve team alignment

Run a **monthly clarity meeting**:

- What are our goals?
- What are our obstacles?
- What are our priorities?

You become a leader of leaders — not just a leader of tasks.

🔥 Your Future as a Leader

Based on your self-assessment, you already have:

- Emotional intelligence
- Trustworthiness
- People-first leadership
- Mentorship ability
- Calmness
- Integrity

With consistency + coaching refinement, you can easily reach:

⭐ **Executive-level leadership maturity**

⭐ **High-follower influence**

⭐ **Top 10% leadership capability**

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Below **all four**, crafted to be practical, high-impact, and ready to use.

1. WEEKLY LEADER RITUALS CHECKLIST

A great leader doesn't rely on inspiration — they rely on systems.

Use this every week to stay aligned, consistent, and effective.

MONDAY — CLARITY + PRIORITIES

- ✓ Set **Top 3 priorities** for the week
- ✓ Share clear expectations with the team
- ✓ Identify blockers early
- ✓ Schedule 1:1s or check-ins needed

TUESDAY — TEAM DEVELOPMENT

- ✓ Spend time coaching one team member
- ✓ Give one piece of constructive feedback
- ✓ Assign a stretch opportunity
- ✓ Encourage peer-to-peer learning

WEDNESDAY — STRATEGY + DECISIONS

- ✓ Review long-term goals
- ✓ Evaluate if current work aligns
- ✓ Make any delayed decisions
- ✓ Remove cross-team obstacles

THURSDAY — COMMUNICATION + VISIBILITY

- ✓ Share progress updates
- ✓ Align with stakeholders or leadership
- ✓ Clarify any ambiguous tasks
- ✓ Facilitate collaboration between team members

FRIDAY — PEOPLE + REFLECTION

- ✓ Recognize someone's contribution
- ✓ Reflect on wins + lessons of the week
- ✓ Ask yourself:
 - “Did I help my team grow this week?”
 - “Did I create clarity?”
 - ✓ Plan next week's focus areas

Weekly Output:

- A motivated team
- Clear priorities
- Work aligned with strategy
- People growing every week

📌 2. HOW OTHERS SEE YOU AS A LEADER (BASED ON YOUR ANSWERS)

From your earlier self-assessment, this is **how your team most likely perceives you:**

★ 1. Trustworthy and Approachable

People feel safe bringing problems to you.

They see you as:

- Non-judgmental
- Supportive
- Easy to talk to
- Fair

This is one of your biggest leadership strengths.

★ 2. Calm Under Pressure

Your calmness helps:

- reduce panic
- maintain focus
- stabilize the team

People see you as a grounding presence.

★ 3. Supportive Mentor

Team members likely think:

- "I learn a lot from them."
- "They help me improve."
- "They want me to succeed."

This is rare and extremely valuable.

★ 4. Someone Who Gives Credit

Your team sees you as someone who highlights their wins — not steals them.

This builds:

- loyalty
- morale
- respect

★ 5. Decision-Making: Mostly Solid, Sometimes Delayed

Because you answered "Sometimes":

- People may occasionally feel you hesitate too long
- Or you over-consider instead of deciding quickly
- But they still trust the final outcome

We can strengthen this easily.

★ 6. Coaching: Strong but Can Level Up

The team likely feels you are very helpful — sometimes too helpful.

They might think:

- "They jump in to fix things sometimes."
- "I want to try it myself."

This is a good problem — it means you care.

3. PERSONALIZED COMMUNICATION STYLE PROFILE

Based on your responses, you communicate like a **Supportive Clarity Leader**.

This style has 4 key characteristics:

1. Empathetic Listener

You listen before speaking.

Team feels heard and understood.

2. Clear but Not Harsh

You give clarity without intimidation.

You're diplomatic and thoughtful.

3. Encouraging + Positive

Your communication:

- motivates
- reassures
- lifts people up

You build confidence in others.

4. Collaborative, Not Commanding

You prefer:

- "Let's solve this"
- instead of
- "Do this."

This encourages ownership and engagement.

Areas to Enhance

- Be slightly more direct during decision-making
- Provide sharper boundaries when mentoring
- Reduce over-helping to improve team independence

4. TEAM PERCEPTION SURVEY (ANONYMOUS)

Send this through a form, Teams/Slack survey, or Google Forms.

TEAM FEEDBACK SURVEY — LEADERSHIP PERCEPTION

(Anonymous — answer honestly)

1. Clarity

- My leader communicates expectations clearly.
 - Always
 - Often
 - Sometimes
 - Rarely
- I understand the priorities for the team.
 - Always
 - Often
 - Sometimes
 - Rarely

2. Support & Growth

- My leader helps me grow professionally.
 - Strongly Agree
 - Agree
 - Neutral
 - Disagree
- My leader gives helpful feedback that improves my work.
 - Yes
 - Sometimes
 - No

3. Approachability & Trust

- I feel comfortable sharing challenges with my leader.
 Always Often Sometimes Rarely
- My leader creates a psychologically safe environment.
 Yes Somewhat No

4. Decision Making

- My leader makes timely and fair decisions.
 Always Often Sometimes Rarely

5. Communication

- My leader communicates in a way that is respectful and clear.
 Yes Sometimes No

6. Empowerment

- My leader allows me to take ownership of problems and solutions.
 Always Often Sometimes Rarely

7. Strengths

What is one thing this leader does exceptionally well?

8. Improvements

What is one thing this leader could do better?

9. Any final feedback?

Here are all four premium leadership tools, custom-crafted for you based on your strengths and your self-assessment.

1. Your 30-60-90 Day Leadership Improvement Roadmap

A practical, high-impact plan to elevate you from a *good* leader to a *great* one.

FIRST 30 DAYS — Clarity, Trust, and Foundation

Focus Areas

- Build deeper trust
- Increase clarity in direction
- Observe team dynamics
- Fix the biggest blockers

Key Actions

- ✓ Hold 1:1s focused purely on listening
- ✓ Identify skill gaps + ambitions of each team member
- ✓ Document team responsibilities and clarify boundaries
- ✓ Improve meeting structure (agenda, purpose, outcomes)
- ✓ Pick 1–2 recurring problems and fix them
- ✓ State expectations clearly in writing

Leadership Wins (End of 30 Days)

- The team understands exactly what you expect
- You're seen as stable, supportive, and structured
- Trust is strengthened

DAYS 31–60 — Performance, Growth, and Accountability

Focus Areas

- Strengthen decision-making
- Improve performance management
- Begin real coaching

Key Actions

- ✓ Make quicker, clearer decisions (no delays)
- ✓ Start giving structured feedback weekly
- ✓ Delegate fully without over-helping
- ✓ Identify 2 team members for accelerated development
- ✓ Set measurable 60-day goals for the team
- ✓ Implement “coaching moments” during work, not in meetings

Leadership Wins (End of 60 Days)

- You are seen as decisive, fair, and consistent
- Team members see measurable growth
- Less confusion, more ownership

DAYS 61–90 — Strategy, Culture, and Influence

Focus Areas

- Create a culture of excellence
- Strengthen cross-team influence
- Become a visionary leader

Key Actions

- ✓ Build a 6-month roadmap with priorities + risks
- ✓ Create a team culture guide (behaviors you expect)
- ✓ Start cross-functional visibility (stakeholders, leaders)

- ✓ Develop a succession mindset — preparing others to lead
- ✓ Celebrate wins publicly and frequently
- ✓ Remove the biggest systemic roadblocks

Leadership Wins (End of 90 Days)

- You are perceived as a strategic, influential leader
- Team performance rises
- You're respected beyond your immediate group

2. Your Professional Leadership Philosophy Statement

Use this in performance reviews, LinkedIn, resume, or team onboarding.

Leadership Philosophy:

"I lead by creating clarity, building trust, and empowering people to grow beyond what they believe they're capable of. I believe in making decisions with honesty, communicating with empathy, and setting an example of consistency and accountability. My goal as a leader is to develop future leaders — not followers — by giving people ownership, support, and opportunities to shine."

3. Your Manager-to-Leader Transformation Plan

Here's how you shift from *managing tasks* → *inspiring outcomes*.

1 From Problem Solver → Problem Enabler

Manager: "I'll fix it."

Leader: "Let's walk through how you can fix it."

Action:

Ask: "What options have you considered?"

2 From Task Assigning → Vision Sharing

Manager: "Do task A."

Leader: "Here's why this work matters and how it impacts the business."

Action:

always communicate context → purpose → outcome.

3 From Protecting Team → Empowering Team

Manager: Takes on too much.

Leader: Creates ownership and accountability.

Action:

Delegate **outcomes**, not tasks.

4 From Being Helpful → Being Developmental

Manager: solves quickly to save time.

Leader: coaches slowly to build skill.

Action:

Use the "Ask 3 Questions" method:

1. What's the real problem?
2. What options do you see?
3. What will you try first?

5 From Reporting Work → Inspiring Direction

Manager: communicates status.

Leader: communicates strategy + priorities.

Action:

Share a 90-day vision during team meetings.

4. Communication Scripts for Tough Situations

A. Conflict Between Team Members**Script:**

"I want both of you to succeed, and conflict is blocking that."

Let's focus on the behavior, not the person.

Here's what I observed...

Here's how it impacts the work...

What do each of you need to move forward effectively?"

Your role:

- Neutral
- Directive
- Behavior-focused

B. Performance Issue**Script:**

"I want you to succeed, and I need to be direct."

Here's the gap I'm seeing...

Here's the impact...

I'm committed to helping you close it, but improvement must start now.

Let's build a plan together for the next 30 days."

Key rule:

Clear → Specific → Empathetic → Accountable

C. Missed Deadline**Script:**

"Help me understand what prevented the deadline from being met."

What can we change so this doesn't happen again?

Let's align on a new realistic timeline."

Goal:

Learn → Improve → Prevent

D. When You Need to Say NO**Script:**

"Here's what we're prioritizing right now."

Saying yes to this would risk X and delay Y.

So the answer is no for now, unless we adjust priorities."

Professional, respectful, and firm.

E. Handling Emotionally Charged Conversations**Script:**

"I hear you. Your concerns are valid."

Let's separate the emotion from the facts so we can find a solution."

This shows calm leadership and earns respect.