

Podcast Transcription

The Management Trilogy: Overview

All right, everyone, if you're looking to up your leadership game, well, you've come to the right place. Absolutely. And today we're diving deep into a model that can really transform the way you think about leadership, the management trilogy. Ooh, I like the sound of that already trilogy. This has got to be good.

But seriously, this model. really breaks down the complexities of leadership and gives you some very practical tools to, you know, actually be a better leader. Yeah, it's not just theory. It's designed to be actionable. And one of the things that makes this framework so unique is it recognizes that there's no single right way to lead.

Right. It's not a cookie cutter approach. Exactly. It emphasizes that you need a variety of skills to handle different situations, whether it's the day-to-day stuff or planning for the future or dealing with those unexpected curveballs that life throws at ya. Oh, there are plenty of curveballs, that's for sure.

Yeah. And that's where the three domains of this model come into play. We've got daily management, strategic management, and crisis management. But before we even get into those, I think it's really important to note that these aren't like separate pillars, right? Right. They're not siloed. They're much more integrated.

Yeah. Yeah. Think of them as overlapping circles, like in a Venn diagram. They all connect. Okay, I like that visual. Yeah. So let's unpack each of these domains, starting with daily management. This is all about the leading with values. Concept, right? Yes. And what exactly does that mean? Leading with values in a daily management context.

Well, it means making sure your core principles are guiding how you operate every single day. So it's not just about checking things off a to do list, right? It's bigger than that. It's about building a culture of trust and respect. Okay, so that's the values piece. But then there's also the operational side, right?

Making sure things are running smoothly, holding people accountable. Exactly. And it's interesting because Brian Ward, who developed this model, emphasizes that this area, this daily management piece, can take up like 80 percent of a leader's time. Whoa, 80%. That's a huge chunk of your day. Hmm. No wonder so many leaders feel like they're constantly putting out fires, you know.

And you know it becomes a trap, right? If you get so bogged down in the day to day that you don't have the mental space for those other important aspects of leadership. I see what you mean. It's like you're always in reactive mode instead of proactive mode. So what can leaders do to make sure that, you know, they're not Letting daily management completely consume them.

Well, one thing is delegation. Oh, that's a big one. Learning to trust your team. Exactly. And then also, I think being really intentional about how you spend your time. So, setting aside dedicated blocks for those other demands, like strategic management that we'll talk about in a bit. Okay, so making it a non negotiable part of your schedule, like, this is my strategic management time, I'm not getting pulled into anything else.

Exactly, exactly. Protect that time. Okay, so we've got daily management. Which is really about kind of keeping the ship running smoothly in the present. But then we need to think about the future, right? And that's where strategic management, or leading with vision, comes in. It's about setting a clear direction and, well, like you said, thinking ahead.

So if daily management is about keeping the ship afloat, Strategic management is about charting the course. Yeah, I like that analogy. So you're setting goals, you're anticipating changes in the market, you're fostering innovation, and making sure that your team understands the vision and is moving in the right direction.

So it sounds like strategic management requires a very different mindset from daily management. Yeah. Like you're shifting from that tactical problem solving mode to a more big picture visionary mode. Exactly. And it's a challenge for many leaders because it can feel kind of intangible, you know? It's not as immediate.

Yeah. But it's crucial for long term success. Absolutely. Now, are there any tools or frameworks that can help leaders with strategic management? Oh, absolutely. Things like SWOT analysis, where you look at your organization's strength, weaknesses, opportunities, and threats. Okay, so that helps you get a really clear picture of where you stand.

Yeah, and then scenario planning can be really powerful too, especially in today's world where things are changing so quickly. Right, because if you can anticipate those potential disruptions, you're in a much better position to adapt. So we've got daily management to keep things running smoothly today, strategic management to chart the course for tomorrow.

But then there's this other domain. the one that everyone hopes they won't need, but absolutely has to be prepared for crisis management or, as this model calls it, leading with valor. And I think this is particularly relevant these days, given everything that's going on in the world, you know, for sure.

It's a central we've got great. Economic uncertainty, political turmoil, climate change, and who knows what else is around the corner. And crisis can take many forms, right? Yeah, like it could be a natural disaster, a product recall, a cyber attack, even something like, well, we've all lived through it, a global pandemic.

Exactly. And a leader who can guide their organization through those tough times with calmness and decisiveness, that's invaluable. Definitely. I mean, we saw during the pandemic how some organizations really rose to the occasion. You know, they communicated clearly, they adapted quickly, they took care of their people.

And others, well, they didn't fare so well. Yeah, and it really highlighted the importance of having those crisis management plans in place. Yes. But then it's also about more than just having the plan, right? Absolutely. It's about being able to make tough decisions under pressure, being transparent with your stakeholders and inspiring confidence in your team.

That's where the valor part comes in. And that's where, you know, those leadership qualities that we often talk about, like resilience and empathy, those really come to the forefront. So we've talked about these three domains. Daily management, strategic management, and crisis management. But they're all interconnected, right?

Like, they all feed into each other. Exactly. And it's not just a linear relationship. Oh, I see what you mean. It's more like a feedback loop. Or maybe even a dance, where you're constantly shifting your focus and your energy depending on what's needed in the moment. I love that. A dance. That's a great way to think about it.

Because it's about finding that balance, that harmony between the domains. So how can our listeners, you know, those who are really looking to improve their leadership skills, how can they actually apply the management trilogy in their own work or personal lives? Where do they even start? Well, I think the first step is self awareness.

Okay, so taking stock of where you are right now. Yeah, like, which of these domains do you naturally gravitate toward? Where are your strengths? And just as important, what are your blind spots? Where do you need to grow? Right, because we all have those areas where we could use a little work. And the good news is, leadership is a journey, right?

It's not a destination. So it's okay to not have it all figured out right this second. Yeah. But the key is to keep learning, keep practicing, and keep striving to become a more well rounded leader. Exactly. And that might involve seeking out mentorship, taking courses, or just reading books and articles about leadership.

Great advice. And speaking of learning more This deep dive has really just been an overview, right? Yeah, yeah. A starting point. But we're going to be doing full episodes on each of these domains in the future, so stay tuned for even more in depth insights and practical strategies. And you know, one final thought I want to leave our listeners with is that you don't have to be perfect in all three of these areas to be an effective leader.

Nobody's perfect, right? But if you can understand how they all work together and you're willing to put in the effort to develop your skills in each one, you'll be well on your way to

becoming the kind of leader that people want to follow. So true. It's all about that continuous growth and striving for balance.

Well, this has given me a lot to think about. And to our listeners, we hope you've found this deep dive into the Management Trilogy helpful. And be sure to join us for those upcoming episodes where we'll really dig deep into each domain. Until then, keep leading with courage, keep learning, and keep making a positive impact.