



Expand Your Leadership Circle These 5 Powerful Ways

By Peter Economy

*Y*ou can't do it all. And even if you could, it's actually much more effective to share responsibility among other equally talented people on your staff.

When you encourage employees to take on more responsibility in the organization, they're pushed to express their creativity in different ways. These 5 ways to expand your own leadership circle are sure to help spread the authority and responsibility around--in a good way, of course.

1. Build a Good Foundation

The best way to encourage people to take on leadership roles successfully is by far proper training. Since not every person hired will have training in leadership (chance are, you didn't either), it's beneficial to offer the opportunity to all employees, so that everyone feels they're receiving the same set of chances for growth.

2. Promote an Action-based Environment

When each and every one of your employees feels that their actions have a positive impact on the world around them, it shows your employees just how much you value them and their contributions to the company. In fact, the most-successful companies make their employees feel worthwhile--and always actively strive to do.

3. Scrap the Standard

If you have an org chart that determines who leads what, try setting it aside for a day. You know that the company won't come crashing down if you don't use it, so let the natural progression of leaders rear its head. You might be surprised by who's interested in taking charge and who's not.

4. Foster a Supportive Space

Creating an environment where people are willing to support one another, give people the freedom to take on responsibility, and move up in leadership is key to expanding your leadership circle.

5. Reward Leadership-like Behavior

When people demonstrate that they're able to take on greater responsibility, such as successfully managing their own team or completing a task you delegated, reward them appropriately rather than being stingy. Whether it's verbally or through promotions and raises, people will see that acting like a leader has good consequences.

While Peter Economy has spent the better part of two decades of his life slugging it out mano a mano in the management trenches, he is now a full-time ghostwriter and best-selling author of more than 85 books -- including *Managing for Dummies*, *Everything I Learned About Life I Learned in Dance Class*, and *User Story Mapping: Discover the Whole Story, Build the Right Product* -- with total sales in excess of two million copies. He has also served as associate editor for *Leader to Leader* for more than 12 years, where he has worked on projects with the likes of Jim Collins, Frances Hesselbein, Marshall Goldsmith, and many other top management and leadership thinkers.

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