



## Executive Commute with Jayson Krause

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*Season 2 Episode 18 Resource*

### How Do I Get My Employees to Take Ownership

**Bottom line:**

To build better and more capable leaders, we need to create more simulated arduous experiences.

**Key takeaways:**

- You are in the centre of all your leadership problems.
- Most of your problems as a leader come from the actions you didn't take much earlier or actions that didn't go the right way when you didn't course correct.
- When people come to you with their problems and you answer them, you are training them not to think. The result can be people lining up outside your office waiting for you to save them and fix the problem. The problem with this is you are creating an even bigger problem.
- How do you get your employees to take ownership? Create context for them on what might be different.
  - "The type of leader I'm trying to be is one who challenges you, forces you to think..."
  - "Unless it's a safety threat or critical risk to the business, I will respond by asking you questions..."
  - "I want you to come equipped next time on what solutions you think will address the problem."
  - "I'll fight the urge to solve the problem and really empower you to take the action you think is right."

**Resources mentioned:**

[Executive Commute Podcast - "Purpose, Vision, and Downside of Expertise" Season 1 Episode 3](#)

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After you've explored this, let us know how it went. Send questions to [hello@level52.ca](mailto:hello@level52.ca).