

Great  
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**EP10**

*Season 2*

# Cheat Sheet

## **Built, Not Born: The Hidden Power of Deliberate Leadership**

Featuring Laura Crothers

By Rob Levin, Creator of [Greattalentpodcast.com](https://greattalentpodcast.com)

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After hearing from Laura Crothers on today's episode, one thing's clear: **great leadership doesn't happen by accident.** It takes clarity, planning, and practice. This workbook is your mini action lab—designed to help you apply the episode's biggest takeaways to your own leadership journey.

Let's break it down and build it up—together.

## 1. How Deliberate Are You with Leadership Development?

"The most successful companies are deliberate about growing leaders." —Laura Crothers.

### Quick Self-Assessment:

On a scale of 1 (not at all) to 10 (super deliberate), rate your organization:

1 2 3 4 5 6 7 8 9 10

### Where can you level up?

- What leadership gaps are you ignoring?
- Are you promoting based on readiness or urgency?

### List 2–3 things you could start doing more deliberately:

1

2

3

## 2. Managers vs. Leaders: Spot the Difference

Here's Laura's take:

- **Managers** → execute strategy, drive outcomes.
- **Leaders** → set vision, inspire teams, create alignment.

### Mini Mapping Exercise:

Pick 2 team members or roles:

Name/Role	Manager Tasks	Leader Behaviors

Do you have the **right mix** in the right roles?

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## 3. Give Future Leaders Real Practice

"Let them try things—give them stretch experiences."

### Spot a Rising Star:

Name:

### 2 Mini-Leader Projects You Could Assign:

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*Ideas: Client-facing presentation, leading a team meeting, designing a new workflow, and cross-team collaboration.*

## 4. What's Really in the Founder's Job?

Founders often wear multiple hats. Laura says step one of succession is **breaking that down**.

### Role Deconstruction Worksheet:

Your Top 5 Tasks:

Task	Keep / Delegate / Automate?
	<input type="checkbox"/> Keep <input type="checkbox"/> Delegate <input type="checkbox"/> Automate
	<input type="checkbox"/> Keep <input type="checkbox"/> Delegate <input type="checkbox"/> Automate
	<input type="checkbox"/> Keep <input type="checkbox"/> Delegate <input type="checkbox"/> Automate
	<input type="checkbox"/> Keep <input type="checkbox"/> Delegate <input type="checkbox"/> Automate
	<input type="checkbox"/> Keep <input type="checkbox"/> Delegate <input type="checkbox"/> Automate

Who can take what? What's missing?

***"Leadership is a differentiator."***

**For more information and resources, scan the following QR codes:**

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