

Managing the Leader-Producer Dilemma

Moving from individual contributor to leader requires professionals to invest more time, focus, and thoughtful energy into the healthy functioning of teams. When the stress of the “producer” part of the equation increases, the “leader” aspects can be neglected, putting the two into conflict with each other.

Here are several strategies to help you better manage this dilemma:



Delegate and then check in regularly but co-create the check-in schedule with the people to whom you have delegated to minimize or avoid micromanaging.



Make a list of your critical objectives and then decide what actions to prioritize to meet what's most critical. Not everything can be urgent.



Reserve time for reflection.



Have a network of support. Who will deliver tough messages to you if you get off track?



Manage your stress. Your ability to manage well and think clearly can be impacted by chronic stress. And as a leader, you need to model what good coping strategies look like for others.