



# THE LEADERSHIP LAB

LEADING LEADER NEWSLETTER

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JUNE 2026 | ISSUE 03

## Your team is no longer the team

There comes a point in every leadership journey when your role changes again.

You are no longer leading individual contributors.

You are leading the people who lead them.

At first, it can feel like a natural progression. After all, you've already learned how to lead a team. How different can it be?

The answer is: very different.

As I wrote in *Leading Leaders*:

"Your success as a leader is no longer measured by the team you manage. It is measured by the leaders you develop."

This is where many leaders struggle. They continue managing the operation when they should be developing the people running it.

### Stop being the answer

Many leaders reach a senior position because they know the business inside and out.

They understand the systems, the people, and the challenges better than anyone else.

The problem comes when they continue acting as the solution to every problem.



When leaders become the answer to everything, they unintentionally limit the growth of the leaders around them.

Your role is no longer to provide every answer.

Your role is to develop leaders who can find answers without you.

## | Develop thinking, not dependency

The strongest leadership teams are built on trust, accountability, and independent thinking.

If your managers need your approval for every decision, they are not truly leading.

Leadership development happens when people are given opportunities to think, make decisions, learn from mistakes, and grow through experience.

Your goal should be to increase capability, not increase control.

The more capable your leaders become, the stronger the entire organization becomes.

## | Build the next generation of leaders

One of the biggest responsibilities of senior leadership is succession planning.

Great leaders don't wait until a vacancy appears before thinking about development.

They are constantly identifying potential, providing opportunities, and preparing people for future roles.

The strongest organizations are not built on one great leader.



They are built on a pipeline of leaders who are ready to step up when the opportunity arises.

Leadership should never be left to chance.

## | One question to think about

Look at your direct reports and ask yourself:

**"If I left tomorrow, which of these leaders would be ready to take my role?"**

Your answer will tell you a lot about the effectiveness of your leadership development efforts.

## | Your leadership challenge

The leaders you develop today will shape the future of your team, your organization, and your legacy as a leader.

The question is simple: **Who are you developing right now?**

## | Ready to learn more?

This newsletter only highlights a few of the lessons from Leading Leaders.

📖 Purchase the book to discover the complete framework for building trust, communicating effectively, managing performance, and leading with confidence.

🚀 Join the Leadership Lab Coaching Program for practical leadership development, monthly coaching, and tools designed to help you succeed in your leadership journey.

## Change Lives Daily

**One interaction. One conversation. One leader at a time.**

