

Rule No. 49 —People Over Processes.

The way a leader thinks about people determines almost everything about how they lead. Processes are important. But people drive results. Over-relying on systems, procedures, and checklists at the expense of human judgment, initiative, and ownership is a slow march to mediocrity. Organizations thrive when they trust and invest in people —not just when they refine processes. Processes should serve people, not control them.

Ask Yourself:

If I truly trusted my people, what process would I no longer need?

The Truth Is:

Processes are tools. People are the point. When your systems exist to protect the business from its own people, you have a culture problem, not a process problem. Hire people worth trusting, build systems that support them, and stop managing for the worst-case employee.

Processes guide people, but people ultimately build the business.

Action Step:

This week, identify one process, policy, or system in your organization that frustrates your best people more than it helps them. Eliminate it, simplify it, or delegate authority so decisions can be made without it. Show your team that trust trumps bureaucracy.

Recommended Reading:

The Human Side of Enterprise, by Douglas McGregor

“The ingenuity of people is far more reliable than the ingenuity of systems.
Trust in people is not naïve —it’s essential.” — Douglas McGregor

What this week revealed:

This week I gained clarity on _____

This week I said no to _____

WEEK 13

MONDAY

DATE _____

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- _____
- _____

TUESDAY

DATE _____

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- _____

WEDNESDAY

DATE _____

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THURSDAY

DATE _____

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FRIDAY

DATE _____

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SATURDAY

DATE _____

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SUNDAY

DATE _____

- _____
- _____

STILL UNFINISHED

- _____

TOP 3 PRIORITIES THIS WEEK

- _____
Why now? _____
- _____
Why now? _____
- _____
Why now? _____

Notes:

THIS WEEK I'LL PROTECT TIME FOR