

# 25 Leadership Hacks

## For Businesses Under 25 Team Members

1. Make it known to your team that you exercise daily. Whether it's by spotting your bike in the back of your truck post-workout or noticing your wetsuit is still damp from your morning swim.
2. Stop hanging out with your team outside of work with the exception of company parties.
3. Write a handwritten "thank-you" note in each paycheck.
4. Have multiple forms of revenue, making it impossible for your team to know how much money you're making from any one company.
5. Continuously read and talk about the books you have read.
6. Choose an MVP (Most Valuable Player) every day from the previous day, and reward that person with something small. This could be lunch on the company.
7. Have morning huddles every day, or as often as possible, where you can address and praise the people on your team.
8. Make it a point to do random acts of kindness for people on your team. Keep your ears open for the wants and needs of your team members.
9. Regularly, but not systematically, indulge your entire team with treats like Jamba Juice on a hot day or McDonald's hash browns just because it's Friday.
10. Create a tradition around celebrating people's birthdays with everyone sharing at least one thing they appreciate or respect about that specific person.
11. Create a unique way to hold people accountable that simultaneously builds the culture of your business. For instance, in our company when someone makes a catastrophic mistake, they have to choose someone else on our team to do a max out set of push-ups.
12. Create custom lingo that only your team uses. In our organization, a mistake that is caught in advance is called a Waldo.

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13. Make a habit of praising team members in front of their peers.
14. Remove the word employees from your vocabulary and replace it with team members (even when talking about other companies)  
NEVER use “my guys” “the boys” etc.
15. Give random raises for extreme performance.
16. Require that everyone on your team can recite your company’s core values.
17. Require that your team operates like a chef's kitchen in the sense of hyper communication.
18. Don’t gossip about customers and stay on top of your team for not engaging in negative banter about customers.
19. Allow your team to 'make their bed and lie in it,' meaning ask them when they plan to have a specific task completed.
20. Encourage team members to start their own side business /side hustle.
21. Adopt the mindset that your main responsibility is to serve your team. This helps a lot in the way that you interact with your team and the way you approach different situations.
22. Have individual meetings with each team member on a quarterly basis. Ask them what their favorite thing about working at the company is so that you can do more of that thing and ask them what the least favorite thing about working at the company is so you can attempt to do less of whatever that thing might be or to make a permanent change.
23. Map out milestones for raises for each team member.
24. Pay Slightly Higher than Market Value & Attract A Players.
25. Incorporate some sort of commission opportunity for every team member.