

Create a team of Rowans.

By nurturing and recognizing initiative you can create a team of Rowans.

Write out one action you can commit to each day, each week and each month to encourage Rowan-like behavior from your team. Post it where you can see it and look to it often to reflect on your progress.

Here are some examples to get you started:

Daily: If my team brings me a challenge, I'll ask what they would do to solve it, instead of just providing the solution.

Weekly: I will encourage my team to act independently by delegating tasks that require them to solve problems and make key decisions. If they miss the mark, we'll discuss how it could have been handled differently.

Monthly: When I notice team members showing initiative and responsibility, I will publicly recognize them with a Rowan Award.

daily:

weekly:

monthly:
