

Budge: to make the slightest movement

# BUDGE!

small movements matter!

## THE VENTI LEADER

Sometimes we try to lead VENTI organizations on a TALL capacity.  
[see Starbucks lingo]

What is BUILDING CAPACITY? Building and developing mindset, attitude, grit, creativity [and other things] to be able to do what the new demands of life and leadership require of us.

### CAPACITY BUILDERS...

#### 1 PUSH FOR BEST!

They don't settle for good, but always pursue great or best! When we settle for good we can become stagnate!

#### 2 EXPAND THEIR PERSPECTIVE!

How do you SEE work, leadership, people, failure?  
Is there any other way to SEE this?

#### 3 THEY BUILD CAPACITY IN OTHERS!

When you help others grow and build capacity it takes the focus off you and considers others.

"If you help enough people get what they want you will eventually get what you want."  
Zig Ziglar

#### 4 PURSUE FEEDBACK!

They get coached and ask the hard questions...  
How might I be a problem?  
How could I be more helpful?

#### 5 ARE COMFORTABLE LOOKING STUPID!

Practice and trying new things can be awkward. Capacity builders will push through awkward practice to get to best!

"If you want to improve, be content to be thought foolish and stupid."  
Epictetus

"Leadership is not something that you learn once and for all. It is an ever-evolving pattern of skills, talents, and ideas that grow and change as you do."  
Sheila Murray Bethel

#### What to do...

- + Identify one area of growth and attack it by reading, listening, watching, etc.
- + Challenge your belief system about leadership.  
How can you see it differently?  
Are you getting the results you want?  
  
+ Get coached.  
Ask someone to help you. You will probably not build capacity alone.
- + Change your language.  
Flip to the positive.  
Reframe and reword.
- + Practice curiosity.  
Continually seek disconfirming data and look for different interpretations and ways to see things.

**THE GROWTH OF A COMPANY IS LIMITED BY THE GROWTH OF ITS LEADERS!!**