

Be a “lanager” by blending inspiration with execution

"One of my favorite BT+ lessons is “Balancing Your Approach to Running a Team” with Suzy Welch. The idea that leaders should flex between strategic, big-picture thinking and the realities of executing in the trenches - and see that balance as something to embrace - has been incredibly helpful to me. Consistently articulating the “why,” while also staying involved in the “how,” helps me be a better partner to both my team and company leadership."

—Meghan Phillips, Vice President of Big Think+



■ Reflect

- Where do you naturally gravitate - strategy (the “why”) or execution (the “how”)?
- Now, bring to mind a project your team is currently working on. How can you balance the “why” and the “how” to better support your team?

■ Leadership challenge

Identify one concrete step you can take to flex between the “why” and the “how”—whether it’s clarifying the purpose for your team, getting more involved in execution, or both—and commit to doing it before your next team check-in. Then notice how it changes your team’s clarity, alignment, or momentum.