

A 60-SECOND TIP

**Your team is
waiting on you.
Stop being the
bottleneck.**

The bottleneck in most teams is not the work. It is the leader.

Bottleneck

You are it.
Your team knows.

Indecisive leadership has one cost. Everything stops.

1. Pipeline stalls.

Deals, hires, vendors, and launches all idle while waiting on your “yes.” Days become weeks become quarters.

2. Trust erodes.

Your people stop bringing you the hard calls. They route around you or freeze in place.

3. Status quo wins by default.

Every day you do not decide is a day you have decided to stay where you are.

THE FIX

When you have 70% of the data, you have 100% of the moment.

Move at 70.

Below 40 is a guess. Above 70 is a stall.

Colin Powell taught his commanders to decide inside that band. Waiting past 70 is the most expensive lie a leader tells themselves.

Decisive is not reckless. It is calibrated.

Three moves. One decision.

1

FRAME

Is this reversible? Most decisions are doors that swing both ways. Speed beats certainty on those.

2

GATHER

Collect 40 to 70 percent of what you wish you had. Less is guessing. More is stalling.

3

COMMIT

Once you decide, everyone moves. Even those who disagreed. The decision is now the team's.

Indecision feels safe. It is theft from your team.

Decisiveness compounds.

Your team feels it within a week.

Throughput.

Your team ships more because they stop waiting on your “yes.”

Focus.

Closed decisions free your bandwidth for the next move.

Trust.

They bring you bigger decisions because you handle them cleanly.

Momentum.

Direction compounds when no one second-guesses the call.

REQUIRES A bias toward action. The humility to reverse course when wrong.