




CONTROL FREAKS

ANONYMOUS!

● eight steps



control freak recovery -
admitting it is the first step

fear of not being good enough

fear of unknown

perfectionist

difficulty trusting

dislike of vulnerability

narcisism



I'M TOTALLY FLEXIBLE, PROVIDED
EVERYTHING'S EXACTLY
THE WAY I WANT IT.

-Jo McBride
my late mother



CRAZY!

and fearful

**MAYBE I DON'T
WORRY ENOUGH**





DON'T WORRY ABOUT THE
WORLD COMING TO AN END
TODAY. IT'S ALREADY TOMORROW
IN AUSTRALIA.

-Charles Schultz

WHAT WE'LL COVER

Being detail-oriented is essential.

Being a control-freak can be harmful.

CURBING YOUR CONTROL FREAK CAN IMPROVE:

EFFICIENCY

TRANSPARENCY

SUSTAINABILITY

AGILITY

COMMUNICATION

8-STEPS TO LETTING GO

and why it makes sense

1

MANAGE things.
LEAD people.





MANAGING VS LEADING

MANAGERS

Direct

Count things

Maintain status quo

Ensure compliance

Do things right

LEADERS

Inspire

Value things

Intentionally disrupt

Ask why?

Do the right thing



2

DELEGATE authority,
not **TASKS**.

HOLY CRAP!
They built a better
mousetrap.

The
difference?

RESPONSIBILITY VS AUTHORITY

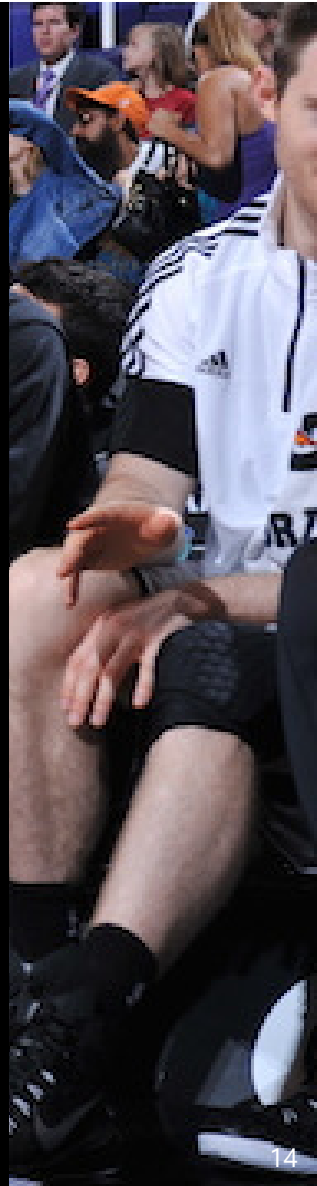
Delegating authority means also delegating trust, confidence and ownership of outcomes.

Do not accept reverse authority.

Remember, responsibility remains with you.

3

BUILD your bench.



if my team can't play without
me, I'm a lousy coach.



YOUR FESTIVAL'S BENCH

BOARD

Skills Matrix
Vetting Process
Fully engaged
Embraces
governance
model

STAFF

Right people in
the right
positions
Trained and
cross-trained
Empowered

VOLUNTEERS

Right people in
the right
positions
Fully engaged
Properly trained
Empowered

COMMUNITY

Fully engaged
Share their
sphere of
influence
Willing to
harness political
capital

PARTNERS

Engaged beyond
the festival
Willing to bring
others to the
table
Resources
beyond cash

4

First TRUST.
To be TRUSTED.



TRUST

what you think about, comes about.

allow failure.

accept there us usually more than one way of doing things (and it doesn't have to be the best way to be okay).

the absence of trust is toxic.

5

More WHY?
Less HOW.





IF THE LADDER IS NOT LEANING
AGAINST THE RIGHT WALL, EVERY
STEP WE TAKE JUST GETS US TO THE
WRONG PLACE FASTER.

-Dr. Stephen R. Covey
leadership expert

**board spends more time discussing
strategy than operations**

**creativity is
rewarded as well
as productivity**

the why zone

bonus for biggest flop

creation of just culture

**Intentional
disruption**



6

DECENTRALIZE knowledge.



CONTROL OF THE FLOW OF
INFORMATION IS THE TOOL OF
THE DICTATORSHIP.

-BRUCE COVILLE
author

7

PLAN the pass-off.



AS BEST I CAN TELL, NONE OF US
GET OUT OF THIS ALIVE.

-MY FRIEND CINDY
at a family funeral

SUCCESSION QUESTIONS

Who will still be around in 10 years?

What are we doing to create a supply chain of leaders?

How are we motivating people to these roles?

Does our culture support “moving up”?



8

OUTCOMES
over
CHECKLISTS.



IF YOU CAN'T MEASURE IT, YOU
CAN'T CHANGE IT.

-PETER DRUCKER
management consultant & author

can the metric be benchmarked?

does it matter?

measuring outcomes

who owns it?

will it yield better decisions?

**GOOD
LUCK &**
THANK YOU

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