1. Select

As much as possible, try to gear your employees' role towards what they like to do, what they are good at and where they will add value to a project or the company.

2. Connect

When your employees feel connected, they will be excited, loyal and willing to make some sacrifices. Get to know them BOTH on a personal and professional level.

3. Play

Let your employees spend 20% of their week imaging and creating. This will feed their innovation and give them new ideas.

4. Grapple and Grow

When you see your employees struggling, redirect them to other tasks and coach them through the hard parts.

5. Shine

Praise and reward your employees for a job well done often. The have reached the performance peak, acknowledge it!

Connecting with Employees

1. Acknowledge them
2. Let them be them
3. Encourage conversation
4. Let them take a break!
5. Feed them, yes feed them
6. Plan impromptu get togethers

Encouraging Play

1. A lot 20% of time a week to explore
2. Ask open ended questions.
3. Model a questionnig attitude
4. Design your workspace around innovation and play
5. Use "retrograde synthesis" work backwards from the goal

5 Steps to Peak Performance