

The first step to overcome burnout.

HOW TO BUILD A HIGH-
PERFORMING, SELF-MANAGED TEAM



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WHY DELEGATING DOESN'T WORK

Have you found yourself running a business that's suddenly beyond the growth phase? You're in a different spot now and your needs may have changed. You've continued to delegate work by hiring more people – but it's not working. In fact, in some ways you may feel more burnt out now than you did when you were doing it all yourself. Building teams of high-performing people who make their own decisions and take the business to the next level without much oversight from you has become more important.

But what got you here won't get you through the next phase of your business. In order to support your business goals, your team needs that top-level direction to guide them in their day-to-day support of the company. But if you're still stuck in day-to-day issues and putting out fires, you might not have the mental or physical capacity to articulate what's in your head. You're probably so used to wearing all the hats that you may not be aware that your vision isn't generally understood by the rest of the team.

"Delegate," they said.

If getting out of the day-to-day in your business was as simple as hiring more people, then why are you still feeling overwhelmed and burned out? Many women entrepreneurs find that delegating didn't work. Read on for the first step in turning your team into a well-oiled, self-managed machine.

CASE STUDY

YOUR VISION IN ACTION

**A WELL ARTICULATED VISION CAN MAKE A BIG
DIFFERENCE TO HIGH PERFORMING TEAMS**

Before we dive into the first step, let's take a look at a familiar scenario from a C-Suite Boutique client.

Maureen Werrbach, founder of The Group Practice Exchange, runs a membership group for group practice owners providing training, support, and community to help them start and grow sustainable 7-figure businesses.

The Group Practice Exchange grew quickly and organically. Maureen soon outgrew bootstrapping and began growing her team.

As the team grew, Maureen found that her work load didn't decrease, it simply shifted from "doing" to "managing."

She was constantly getting interrupted during the day with questions, asks for approval, and how to do things. Not only did she not have time to get her own things done, she was a bottleneck for everyone else.

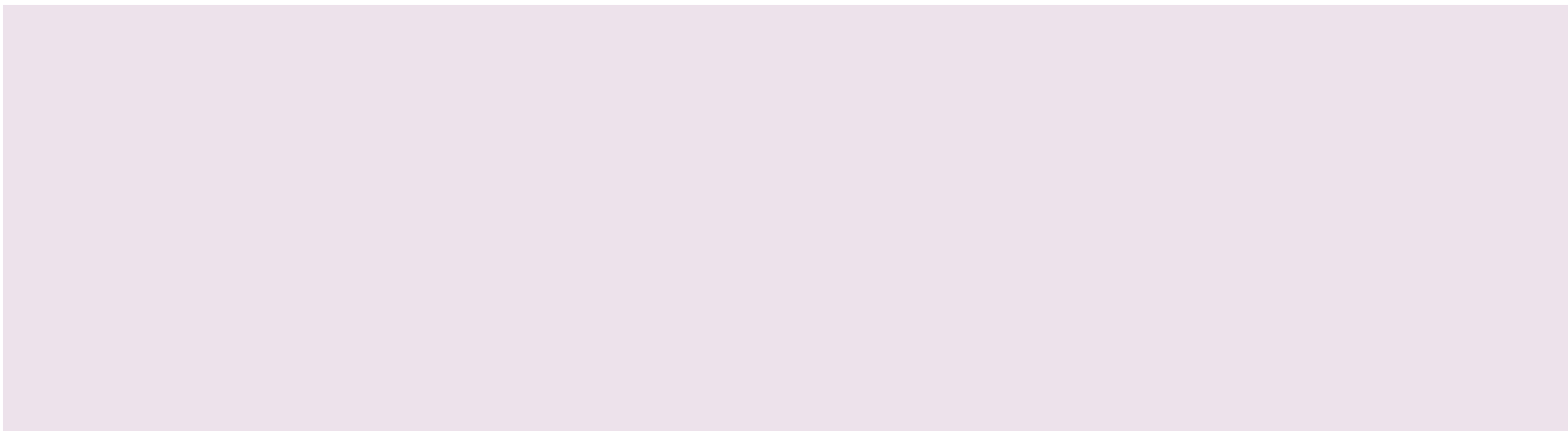
Maureen's team wasn't able to think for themselves because they didn't "get" where the business was headed and what it was all about. They were more concerned with trying to do what Maureen wanted them to rather than what was best for the business.

The visioning exercise on the next page is the first step in building a self-managed team. It gets your company's reason for being out of your head and into the hands of the people who need to understand it in order to make the best decisions for the business.

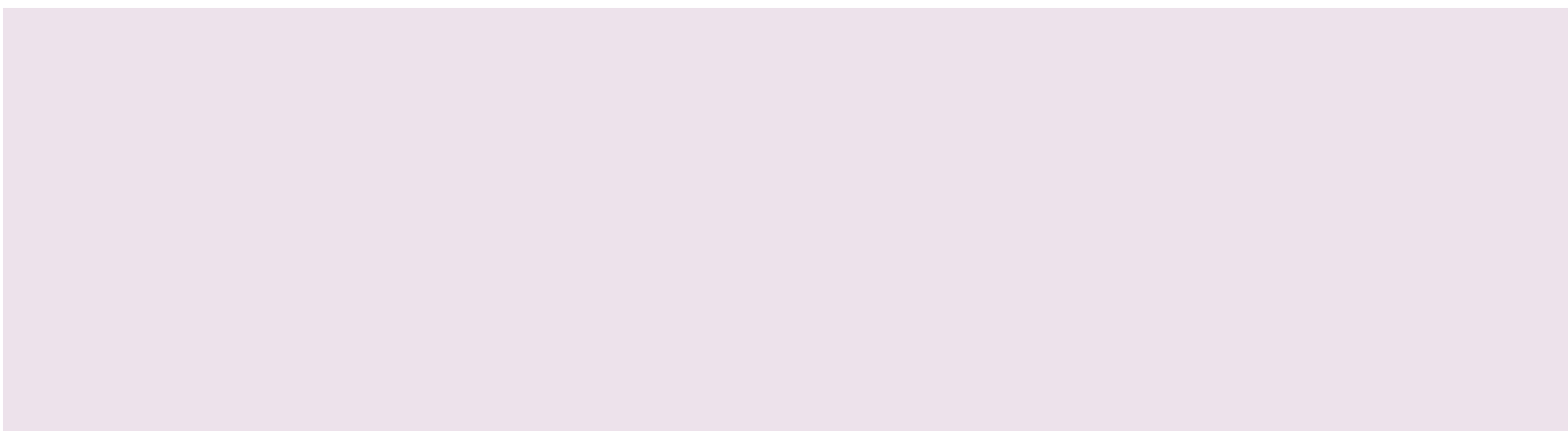
VISIONARY EXERCISE

A vision is more than just pretty words written on your website. A vision has purpose and context. Most often, context is the missing piece that connects what you see in your head to something your team members understand and can get wholeheartedly on board with. This visioning exercise will help you create context around what your vision looks like in practice.

If you could wave a magic wand and accomplish all the things you envision for your business, what would that look like? Describe the tangible changes you would see in your community, the country, the world. How would you measure those changes?



Think of the world you want to live in. What does it look like? What does it feel like? How is it different from the world we live in today? How is your company actively contributing to your future ideal world?



What brings you joy? When you first started your company, what about the business attracted you to the industry? What accomplishments are you most proud of and what about those accomplishments made you feel happy?

[Empty text box for response]

In your line of work, what frustrates you the most? When you see or hear of these things happening, what about them gets you hot under the collar?

[Empty text box for response]



**Real change, enduring change,
happens one step at a time.**



**~Ruth Bader Ginsburg, second female justice
appointed to the Supreme Court**



ABOUT THIS EXERCISE

This exercise is the first step C-Suite clients work on as they transition from the overwhelm of managing people to being supported by a self-directed team.

The women who work with C-Suite Boutique are interested in building a business that runs without them so they can spend more time in their Zone of Genius, doing things that light them up.

Is this something you might be interested in?

BOOK A BUSINESS BLUEPRINT SESSION

If getting out of the burn out of managing the day-to-day in your business is on your list to do, consider scheduling a 1/2 day CEO Day with your C-Suite Boutique.

[BOOK HERE](#)