



59: ELIMINATE DISTRACTIONS: CUT THE SLACK, PART 1

EPISODE NOTES

Thank you for joining the *Craig Groeschel Leadership Podcast*!

If your organization is anything like most, you have some real inefficiencies. Overcomplicated systems, unnecessary policies, excessive procedures, and inefficient meetings all create *slack*. **Slack is any activity that absorbs resources but creates little to no value.** Whenever there is an unnecessary delay in action, the problem comes from too much slack. The extra steps, unnecessary rules, and burdensome policies are costing your organization more than you can imagine!

No matter the size of your organization, there are places and times when making decisions bogs down progress. In Part 1 of *Cut the Slack*, we'll talk about eliminating distractions by cutting the *organizational* slack. In Part 2, we'll look at how to simplify your own life by cutting your *personal* slack.

Why do we experience organizational slack? Slack is a natural evolution of a company or organization. **Organizations never drift toward simplicity.** No one wakes up one day to find their organization has accidentally doubled in size and become more efficient. **Growth creates complexity and complexity kills growth.**

“Simplify or eliminate all policies, processes, or steps that take too much time, cost too much, and add too little value.” -@craiggroeschel

If you are overrun with complicated processes and pointless rules, it's likely because someone overreacted to a mistake and made a policy instead of dealing with the issue directly.

As leaders, we want to be careful not to overreact to problems or mistakes. If we're not careful, we'll create unnecessary processes, cumbersome rules, and complex procedures. We'll create the distractions and slack that slows us down and kills our growth.

5 Steps to Cut the Slack

1. **Kill a rule.** Whenever you see an unnecessary rule that slows down decision-making or action-taking, kill that rule.
2. **Cut a meeting.** When determining the value of a meeting, consider if you could get the same result without it or by making changes to the length and frequency of the meeting. The goal isn't to eliminate all meetings, but it is important to make the meetings you do have good ones.
3. **Remove a step.** Sometimes as the leader, you're the step that needs to be removed! Insisting on being involved in every step instead of delegating a task can result in wasted time.
4. **Empower a person.** As often as possible, instead of creating a rule or establishing a policy, empower a person!
5. **Repeat the process.** Great leaders simplify! Repeatedly and often, work hard to cut the slack!

Remember, you don't have to know it all to be a great leader! Be yourself. People would rather follow a leader who is always real than one who is always right.

DISCUSSION QUESTIONS

Here's an exercise you can do to grow as a leader—ask yourself and your team these questions:

1. What unnecessary steps, unproductive meetings, or ineffective policies are slowing progress in your organization?
2. What rule can you kill, meeting can you cut, step can you remove, or person can you empower to cut the slack?

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