

| Following Through |

CONTROL

Making sure things get done on time; reminding people about their commitments; being persistent and tenacious in accomplishing goals; delivering on promises; following up to ensure things stay on track

Read, watch, and listen to these resources from a variety of experts to learn more about how to leverage this behavior:



[Making Sure Your Employees Succeed](#) | Harvard Business Review

Helping employees set and reach goals is a critical part of managers' jobs. By establishing and monitoring targets, you can give your employees real-time input on their performance while motivating them to achieve more.



[Getting Your Team to Do More Than Meet Deadlines](#) | Harvard Business Review

We tend to focus our efforts on the work that is most pressing in terms of deadlines, regardless of importance. Scholars refer to this as the "mere urgency" effect. However, this means that some of the "important" work that doesn't have an urgent deadline gets delayed (think strategic planning, creative efforts, etc.) Managers can play a role in helping their employees manage their time and make space to complete the urgent work as well as the important work that doesn't always have a critical deadline.



[The Boundless Value of Persistence and Perseverance](#) | PM Magazine

Two qualities that exceptional leaders and employees need to have are: 1) integrity and 2) persistence and perseverance. Essentially, they need to do what they say they will do and have a persistent and productive work ethic. Integrity plus hard-working tenacity equals high performance. It will make you stand out. Gaining a better understanding of these two concepts and then putting them into daily practice will help you succeed.



[Tenacity: The Ultimate Skill When it Really Matters](#) | Forbes

Tenacity is the trait that can mean the difference between an organization's failure or success and takes teams from doing "OK" to thriving. Learn more from some examples of tenacious leaders, such as Dr. Hanna-Atisha and Marc Edwards, two leaders who stood up for clean water in Flint, MI.



[How to Help Without Micromanaging](#) | Harvard Business Review

When employees get hands-on managerial support, they perform better than when they're left to their own devices, but unwanted help can be demoralizing and counterproductive. This article shares three key lessons on how to intervene constructively based on 10 years of study.



[How Great Leaders Pull and Push to Success](#) | TLNT

This article is adapted from the book, *Speed: How Leaders Accelerate Successful Execution*. Authors John Zenger and Joe Folkman summarize research that looks at whether leaders who "push" their teams are more effective than leaders who "pull" and found that a combination of the two drives a more innovative and successful work team.