A YEAR-AHEAD LEADERSHIP AUDIT

Before you plan 2027: What are you still tolerating?

Ken Kilday | Leader's Cut

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Most year-ahead plans don't fail on the goals. They fail because you brought into the new year what you already knew wasn't working. Before you set a single 2027 goal, answer these honestly: not the safe answer, the real one.

LOOK BACK

1. What did you let slide this year that you'd call out in anyone else?

2. What did you call a team problem that was really a leadership problem?

3. Which hard conversation did you avoid, and what did your team learn from that?

THE BOTTLENECK

4. Which decisions still come to you that are better made by another?

5. If you disappeared for 30 days, what would break first, and why haven't you fixed it?

LOOK AHEAD

Now the part that actually changes something.

6. What are you done tolerating on January 1? Name it. Be specific.

7. Who needs to hear that from you, and by when?

8. What could your team say you need to change? Have you asked them?

> **If you answered honestly, at least one of these made you uncomfortable. Maybe mad, even. Start there.**

READY TO WORK ON IT?

I'm opening 3 planning conversations for the first two weeks of January.

For owners and leaders who know they're the bottleneck. If that's you, grab a time:

kenkilday.com/contact

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