

# BECOME THE LEADER OTHERS LOVE TO Follow...

Led by award-winning business strategist, Lana Potgieter, Lighthouse Leadership Coaching & Development (LLCD) has successfully helped countless business owners and mid-sized executives reach leadership excellence, align their teams, and drive sustainable growth to thrive in today's competitive landscape. Call 484-347-0515 today for a private consultation.



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## LET'S TALK ABOUT EMPOWERMENT

*Because Your Team Shouldn't Need Your  
Green Light to Get Real Work Done*



By Lana Potgieter,  
Lighthouse Leadership

In my 20+ years of coaching leaders across industries and continents, I've seen it repeatedly: Well-meaning leaders unintentionally become the bottleneck.

Everything flows through them.

Every decision. Every approval. Every tiny "just checking if this is okay..."

And when they're not around? Everything grinds to a halt.

Here's the thing — if your team can't move forward without you, you're not leading. You're micromanaging (with a smile, maybe, but still).

• **Empowerment isn't about handing off your to-do list.** It's not. It's about equipping people with the clarity, confidence, and authority to make decisions and drive outcomes.

That's when your team stops executing and starts owning. That's when you shift from doing *everything* to leading *something* bigger.

• **Empowerment creates momentum.** When people feel trusted and supported, they step up. They take the initiative.

They think ahead. And they stop asking for permission to do the job you hired them for.

• **Empowerment is a leadership skill, not a buzzword.** It takes trust, clear expectations, and a willingness to let go of a little control (deep breaths, you've got this). You should develop this skill, as it does not come naturally.

So, here's your little self-check:

☐ Can your team make bold, smart decisions without ping-pong you first?

☐ Are they set up to lead—or just execute?

☐ Do they feel your trust and backing, or are they sensing your white-knuckle grip on the reins?

Because here's the kicker: **Your legacy as a leader isn't what you do—it's what your team does when you're not in the room or even in town.**

Let them fly. (And for goodness' sake, stop being the "Are we there yet?" stop sign.)

Give me a call, and we can discuss developing empowerment skills for yourself and your executive team. Book a meeting here: [lane@lighthouseleadership.today](mailto:lane@lighthouseleadership.today)

*Lana Potgieter is an internationally acclaimed leadership coach and business strategist who specializes in empowering business owners and executive teams within small to mid-sized organizations.*

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