



How to manage people without micromanaging?

You tell yourself you're not a micromanager.

You just want things done right.

You just need to make sure the client is happy.

You just have to double-check because... well, you know how it goes.

So you tweak a report. Rewrite an email. Jump in to "fix" something before it goes out.

And at some point, your team stops making decisions without you.

The worst part? You know you're doing it.

You don't *want* to be the leader who nitpicks every detail. You don't *want* to feel like the only person who cares enough to get it right.

Micromanaging becomes that slow death sentence for both *you* and your business.

How Micromanaging is Making Your Team Dependent & You Overworked:

- ***Your team learns to wait instead of lead.*** If every decision runs through you, they'll never own their work.
- ***Execution slows to a crawl.*** The more you tweak and approve, the more your business depends on *you* to move.
- ***You're drowning in work you shouldn't be doing.*** You hired a team for a reason—so why are you still deep in the weeds?

How to Let Go Without Losing Control?

Give them the destination, not the map.

Tell them where you're headed, but let them figure out the route. People take ownership when they have space to think. The more you dictate, the less they innovate.

Coach, don't correct.

Instead of stepping in with the answer, ask: "*How would you solve this?*" The best lessons come from their own thinking. If they never get to struggle through a problem, they'll always wait for you to solve it.

Remove yourself from the approval chain.

If every decision runs through you, you're the bottleneck. Set

...your camera team doesn't just make your life easier, it makes the business stronger.

Shift from managing tasks to assigning ownership.

Give them a goal, not just a to-do list. When the outcome is theirs to own, they'll step up without being chased. The more responsibility they take, the less you have to carry.

The more you let go, the more you gain—time, trust, and the ability to lead & scale your business instead of manage.

“You don’t build a business. You build people, and people build the business.” – Zig Ziglar

How to make it happen?

That’s exactly what I am holding conversations around through the week, follow along the journey!

Until next time,

Pramod Maloo

Founder, Kreative Machinez



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