



“The greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things.” — Ronald Reagan

While building a business, the early stage comes with clarity. You're in the thick of it - hustling alongside your team, shaping the culture, holding the vision.

acknowledgment. Share the 'why' behind decisions - even the ones that say no. It builds psychological safety and keeps the conversation alive.

5. Invest in leadership at every level.

Not just the top layer. Give your team the tools, feedback, and mentorship to *lead where they are*. People want growth. If they're not growing with you, they'll start looking elsewhere.

Most teams don't disengage overnight.
They slowly drift - when they stop feeling seen, heard, and essential.

If the spark feels missing, this might be why.

And the good news?
You don't need to rebuild the culture.
You just need to rebuild the trust.

It starts with clarity.
And it starts with you.

I am holding such similar 'much-needed' conversations for leaders around through the week, **follow along** the journey!

Until next time, [Pramod Maloo](#)

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