Twitter Thread by Sam Hart



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With a boss like mine, no chance you'll get carried away. Reality check always embedded in a quasi commendation.

"You're doing great but you should be worried that you've not groomed others who share your work ethics. Your success lies in replicating yourself".

I hear sir.

I could make excuses. Words like you can only drag a horse to the river & such but he's actually right. I cannot be the go-to person all the time. I have to consciously ensure available of a ready pool of talents who can competently deputise or handle tasks on their own.

It sounds clichéd but it's true that success without a successor is faulty. You may just be feeding your own ego by being the only one who knows how to effectively get things done. There's also the element of wear-out & fatigue. Do it for yourself at the very least.

The challenge of ruthless executioners is delegation. Finding those who share your 'succeed first, complain later' mentality. Those who will get to a door & find a way in without calling you to say the door is locked. Doers. Performers. They are hard to find.

Most ruthless executioner mindsets are innate. They are honed on the journey. They are LEARNT by observation & replication. They are not TAUGHT. If I have to repeatedly teach you what to do even after observing how I do them, you probably are not personally motivated.

You must have the belief that you're doing it for yourself. For your personal development. If I have to teach you always, you're doing it for me & you probably won't do it if I wasn't there. Excellence is a personal lifestyle not something you do for other's benefit. Do it for U.

Most people reach out to me & say I want you to mentor me but the truth is that I cannot teach you what you have not taken initiative for. @NaijaFlyingDr has shared that your mentors do not even have to know you personally. You can be a mentee by distant observation & replication

Which leads to the side conversation of what people really desire when they seek mentorship. Mentorship is not hand-holding. Ain't nobody got time for that. Mentorship is meeting you on your journey & guiding you on the right path. Mentorship is not helping you start your journey

So if you really want to replicate someone's results, then you must start your own journey & emulate the methods of your chosen mentor. Their efficiency & effectiveness was not handed down to them on a platter. They honed it over years of doing. Start doing. Learn. Imbibe.

So to all those, like me, doing a lot of things alone & despairing that you do not have worthy lieutenants, identify those in your orbit who have displayed the knack for excellence and execution& guide them accordingly.

May God send us worthy protégés.

Udo diri unu.

Ugwu Ngwu.