

3 on 13

3 things from EP
to make life
better.

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Emanuelson-Podas produces the **3on13 Newsletter** on the 13th of every month in the hopes of putting in your hands three things that will help make your life better. Entries may include quotes, reminders, jokes, random recipes, book recommendations, advice, or anything else that might make you think, make you smile, or make you a better, happier human being. **Got something worth sharing? Send it to 3on13@epinc.com**

1 | The Quiet Power of Showing Up



Lately we've been discussing the "management by walking around" concept. Yes, it's simplistic and can easily be nitpicked to death. But for leaders, the general idea — be there, be seen, be available — is a powerful one. If you ask people to describe the best leader they've worked with, one thing you'll likely hear: "They were available." Not flashy. Not loud. Just... consistent. Reliable.

Leadership expert [Brené Brown](#) writes, "Sometimes the bravest and most important thing you can do [for your team] is to show up." Reliability builds trust. Not just by being present at the big meetings, but by being *present* in the smaller moments, as well. The check-ins, the follow-throughs, the hey-how-are-ya's. Consistency and reliability. They build confidence. And culture.

[At this point, any sane human is recalling the steady, I'm-here-for-you presence of Ted Lasso. Not technical. Not experienced. Consistent. Reliable. Also, is this parenthetical just a cheap literary tactic so we can include [this Lasso clip](#) even though it's not specifically connected to this article? Well... maybe? Yes.]

2 | Micromanagement vs. Micro-awareness

Think about it. Make adjustments as needed. Become a better leader.

MICROMANAGEMENT:

It's about **control**
Overreacts to details
Focuses on **tasks**
Creates **dependence**
Asks "**What are you doing?**"
Fixes it **personally**
Feels like **hovering**
Assumes people **won't** get it right

MICRO-AWARENESS:

It's about **context**
Notices patterns early
Focuses on **systems**
Builds **trust**
Asks "**How's it going?**"
Flags it for the team
Feels like **having your back**
Assumes people **can** get it right, with support



3 | Spring Smile

It's spring. Time for the uplifting metaphorical thaw of the most streamed Beatles song ever:

Little darling, the smiles returning to the faces / Little darling, it seems like years since it's been here / Here comes the sun...

Here's the [legendary 1976 performance on SNL](#) with George Harrison and Paul Simon (plus a bonus duet of "Homeward Bound.")!



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