

3 on 13

3 things from EP
to make life
better.

JUNE 13 · 2025

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**

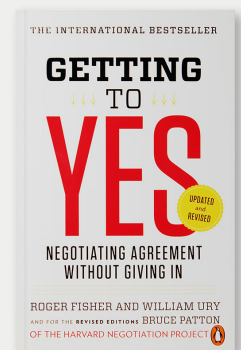
1 | Power, Policy, or People?

This whole leadership thing is easy, right? You just tell people what to do, and they do it. Right? Sorry. Not that easy. In leadership, it's not a matter of *if* conflict arises — it's *how* you handle it when it does. A classic framework from the negotiation world — popularized in the book [Getting to Yes](#) — outlines three common approaches:

- **Power-based:** "You're always late. I'm the boss and you need to get here on time."
- **Rights-based:** "The company handbook says three late arrivals and you're gone."
- **Interest-based:** "I've noticed you've been late on Tuesdays and Thursdays; everything going OK?"

Power-based and rights-based strategies might settle the issue quickly, but they often leave bruises. Interest-based leadership builds trust and fosters buy-in. Here's how to get started:

- Start by asking, "What's most important to you right now?" Then really listen.
- Frame it: "I noticed you seem concerned—can we figure this out together?"
- Look for shared gains. The best solutions work for more than one side.



2 | Ernie and the Gang Get It

After nearly three decades on the air, *Inside the NBA* — easily the best show on television, just sayin' — recently [wrapped its final episode](#) on TNT. Yes, it was about basketball. But viewers came (and stayed) far more for the chemistry and love between Ernie Johnson, Charles Barkley, Kenny Smith, and Shaquille O'Neal. (Get your [T-shirt](#) here.) What generated the magic wasn't big flash or a slick format — it was the honest, [hilarious](#), deeply human way the team interacted. There's a lesson here for anyone leading or working on a team (or, say, a project interview):

- **Chemistry > Choreography.** The best results come from real relationships, not rigid scripts.
- **Vulnerability builds trust.** Remember when Shaq was talking junk and tried the [Hot Chip Challenge live](#)? Being able to laugh at yourself shows vulnerability. (Plus, it was hilarious.)
- **Great leaders know when to step back.** Ernie Johnson never dominates the conversation, but his steady presence sets the tone.

Greatness happens when connection comes first. [And on a side note: read Ernie Johnson's book, [Unscripted](#). Do it. You'll be glad you did.]



3 | Top Pops

In honor of Father's Day, here's your next pre-meeting icebreaker: Best TV dad. (If you're of a certain age, there's a 100% guarantee that [Carl Winslow](#) is on that list.)



emanuelson-podas
consulting engineers

952.930.0050 | epinc.com