

3 on 13

3 things from EP
to make life
better.

MAY 13 · 2025

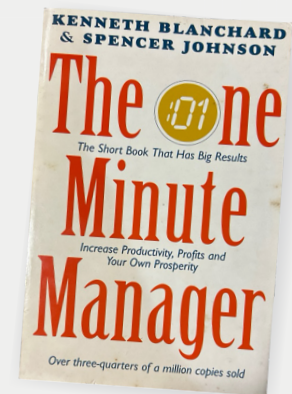
Emanuelson-Podas produces the **3on13 Newsletter** on the 13th of every month in the hopes of putting in your hands three things that will help make your life better. Entries may include quotes, reminders, jokes, random recipes, book recommendations, advice, or anything else that might make you think,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

1 | The One-Minute Manager in 30 Seconds

Ken Blanchard's [*The One Minute Manager*](#) was published more than 40 years ago, but its lessons still hold up — especially for those leading fast-moving teams.

The book's core idea? Structure leadership around three quick, intentional conversations:

- **One-Minute Goals:** Set crystal-clear expectations. Each goal should be written in just a few sentences and take no more than a minute to review. Clarity breeds accountability.
- **One-Minute Encouragement:** Catch people doing something right — and praise them. Be specific. Let them know their good work matters.
- **One-Minute Redirects:** When correction is needed, deliver it promptly, focus on the behavior (not the person), and move on. No drama. No lingering tension.



Much like Dale Carnegie's classic [*How to Win Friends and Influence People*](#), some of the language and context here may feel dated — and some may criticize it for being overly simplistic — but its strength lies in distilling timeless leadership habits into something clear, actionable, and easy to repeat.

2 | Getting Strategic When the Day Gets Noisy



The to-do list is never done. There's always another email, another meeting, another fire to put out. But if you never raise the helicopter — never climb above the daily noise — you risk losing sight of where you're headed.

Author and leadership consultant [Michael Hyatt](#) calls this the “drift,” that subtle shift from intentional leadership to reactive motion. The fix? Build habits that keep your thinking above ground level.

Here are three ways to get altitude:

- **Start the week in the air.** Block 30 minutes every Monday to revisit goals — not tasks. Ask: Where do I need to steer this week?
- **Keep a “not now” list.** This is simple, easy, and amazingly important. Capture distractions without chasing them.
- **Schedule solo strategy time.** Even 90 minutes a month can sharpen your direction. No agenda. Just space to think.

When you raise the helicopter, you see which obstacles matter — and which you can glide over. That elevated vantage isn't a luxury; it's a leadership imperative.

[Side note: Yes, yes, we may have gotten a little carried away with the whole “helicopter” metaphor above. We'll own that. And for the record, we thought about going with “whirlybird” here and there — such a fun word, “whirlybird” — but it just felt a little off. So there you have it. 😊]

3 | What Kind of Vegetable Are You?

[This is ridiculous. And amazing.](#) Share with your colleagues and family.



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