

From Top Producer to Firm Leader

A 90-Day Leadership Sprint

A simple sprint to reduce founder-dependence and build a real leadership bench.

Days 1–30: Foundation

Goal: Protect leadership time and define clear roles.

- Block 2 recurring leadership time slots weekly
- Define 3–5 key roles with clear outcomes and decision ownership
- Install a simple firm rhythm (weekly + monthly minimum)

Days 31–60: Ownership

Goal: Move decisions away from the founder, not just tasks

- Transfer one decision lane with guardrails
- Run the first role review
- Give 1–2 emerging leaders real reps

Days 61–90: Bench

Goal: Prove the firm can run key functions without you.

- Define the next hire role + a basic ramp plan
- Run a quick founder-dependence audit
- Deliver one team-led “Leadership Factory” win

Track weekly

Leadership time protected

Decisions made without you

Role clarity for top roles

By Day 90, you should be able to say:

- ✓ My leadership time is protected weekly
- ✓ 3–5 roles have clear outcomes and ownership
- ✓ Our rhythm runs with or without me
- ✓ At least one decision lane is fully owned by someone else
- ✓ I have 1–2 next-gen leaders getting real reps