

# POWERPLAY™ FIVE ROCKS LEADERSHIP FILTER



Full PowerPlay – Reference + Worksheet

*Free leaders to focus on what matters.*

Five Rocks is a weekly filter for identifying the work that's accumulated at your level and no longer belongs there. At the end of each week, you review what you personally handled and pull out three to five items – your rocks – that someone else should have owned. For each one, you name who should be handling it and what's actually stopping that from happening.

## HOW IT WORKS

### IDENTIFY

#### **Find what your role has outgrown**

Look back over the last one to three weeks and pull out work you personally handled that no longer needs you specifically. Pay attention to approvals, routine decisions, reports, and meetings where your presence has just become habit. Use real instances, not categories – a specific thing you actually did last Tuesday gives you something to act on. Pick three to five.

*Example: You approved four purchase orders last week that were all under \$5,000, well inside your team lead's existing authority. That's a rock.*

### REASSIGN

#### **Find the natural level of ownership**

For each rock, ask who's actually closest to the decision: who has the context, who lives with the consequences, who should be building judgment here. Sometimes the honest answer exposes a gap – the person doesn't have the information, the authority, or the coaching yet to own it well. That gap becomes part of what you're transferring, not a reason to keep the rock yourself.

*Example: Your ops coordinator is closest to the vendor relationship and the invoice history, but she's never been told she has approval authority under \$5,000. The rock belongs with her, and so does that authority.*

### TRANSFER

#### **Remove the reason it comes back**

Ask what's actually sending the work to you today, then fix that specific thing. Raise the approval threshold. Put the decision right in writing. Give someone access to the information they need. Tell stakeholders directly where the work should go from now on. A transfer only counts as done when the same task shows up next time and it doesn't land on your desk.

*Example: You document the \$5,000 threshold, tell the team it's official, and let the vendor relationship manager know your coordinator is now the approver of record.*

POWERPLAY™

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Weekly Worksheet

Run this at the end of each week. Identify three to five rocks below.

| WHAT DID I CARRY? | WHO SHOULD OWN IT? | WHAT HAS TO CHANGE? |
|-------------------|--------------------|---------------------|
| 1.                |                    |                     |
| 2.                |                    |                     |
| 3.                |                    |                     |
| 4.                |                    |                     |
| 5.                |                    |                     |

## MONTHLY RESET

Once a month, review which rocks keep returning and fix the approval, authority, or coaching gap behind them.

## REMEMBER

*A rock isn't gone when you hand it off once. It's gone when the same task shows up again next week and it doesn't land back on your desk.*