

# Leadership That Creates Space for Others to Grow

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Have you ever had the opportunity to work with a leader you truly respected?

It might have been your direct manager.

A project leader.

Perhaps your manager's manager, or even someone at headquarters.

Was there ever a moment when you thought:

**“Because of this leader, I was able to grow.”**

Over the years, I have coached many leaders. No matter how accomplished they are, a common concern often emerges.

They say:

*“My people are not developing.”*

*“My team is not becoming independent.”*

More than business strategy or client development, **people management is often the most difficult part of leadership.**

Many leaders feel this deeply.

Developing people takes time.

Yet in reality, leaders face overwhelming workloads, increasing expectations for speed, and constant pressure on time.

Many find themselves caught between these competing demands.

Interestingly, after experiencing coaching and noticing changes in themselves, many leaders ask a similar question:

**“How can I apply this to help develop others?”**

As a coach, that is always a wonderful question to hear.

Let me share a small part of a real coaching conversation.

To respect confidentiality, the example is shared with the client’s permission and without identifying details.

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This client was a partner at a global consulting firm.

She was someone who thought deeply not only about the long-term success of her clients and organization, but also about her own personal growth. Through coaching, she had come to realize how powerful the process could be.

Consultants are trained to provide answers.

They are expected to offer expertise, insights, and solutions.

For someone with her level of experience, there were very few problems she could not solve.

Her job was to deliver solutions—quickly and accurately.

During coaching sessions, her sharp thinking and intellectual clarity were immediately evident.

Strategic thinking and problem-solving were her greatest strengths.

They were also the foundation of the career she had built.

Naturally, this meant that with her team she would quickly give direction, present solutions, and outline action plans.

It was simply how she worked.

But at one point, she began to notice something.

Her speed in giving answers might have been taking away **the time and space her team needed to think for themselves.**

Around the same time, she was learning coaching skills and began to develop a deeper belief in the power of **listening**.

That simple shift—listening—became a turning point in her leadership.

When she started listening more deeply, something changed.

Her team members began to feel freer.

Previously, the solution created by the most senior person—the partner—was naturally considered the correct one.

Team members would execute the idea, and any issues would quickly be escalated back to her.

She often found herself dealing with “urgent matters,” late at night or even on weekends.

But as the team gradually became more independent, the situation began to change.

People started taking ownership of their ideas.

They handled challenges on their own, including urgent ones.

And then she realized something unexpected.

**The person who had gained the most freedom was herself.**

The one most constrained by micromanagement had been her all along.

Looking back on this change, she reflected:

**“Because I was always asserting my own ideas, neither I nor the people around me were truly able to grow.”**

Through this transformation, she began to welcome more perspectives and different viewpoints.

She also started to experience diversity in a deeper sense.

And perhaps most importantly, she gained something she had not expected.

**“I now have space.”**

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Through coaching, I have had the privilege of accompanying many people through moments of change.

Some shifts in behavior or thinking can happen relatively quickly.

But the kind of transformation where someone genuinely says, “*I now have space*” is something different.

That is not simply a **level-up**.

It is a **version upgrade**.

It is the moment when a person's capacity expands.

Watching people grow is always beautiful.

Growth is not a single event.

It is an ongoing process.

And because it is a process, it takes time.

It also requires something more than time.

If we simply add more instructions, more KPIs, and more pressure—

Do people truly grow?

So let me ask one final question.

**Do you have the space to develop people?**

We all have the same twenty-four hours in a day.

We cannot create more time.

And yet the pressure on leaders continues to grow.

Still, there are those who grow enough to create space within that pressure.

It begins with our own growth.

And then it extends to the growth of others.

Perhaps the essence of leadership that develops people lies there.

Maybe what is lacking is not time.

**Maybe what is missing is space.**

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For those who wish to deepen their human capacity through coaching and develop the ability to unlock the potential of others,

Why not start with a conversation?

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