



PRIORITIZE AND SIMPLIFY



Key Takaway

Teams and leaders have bias to add complexity – but this reduces effectiveness.



Why This Leads to Higher-Performance: Prioritization and simplification lead to higher performance because they reduce cognitive overload, increase focus, and ensure that effort is directed toward the most impactful goals. When teams are clear about priorities, they avoid wasting time on low-value tasks, enabling them to deliver better results on what truly matters.

Why This Is an Issue Today: Teams struggle to prioritize due to competing demands, limited resources, and pressure to deliver across multiple fronts simultaneously. Burnout and stress are symptoms of a root cause of teams that are not able to consistently realign and focus on what matters most.

New Research – What Works Well in 2025: High-performance teams have an ongoing management practice to explicitly engage in subtraction and simplification. The practice is team-wide (not always manager-led). There is recognition that reprioritization and focus is a constant skill and teams expect and acknowledge that subtraction is required to embrace new opportunity at appropriate rate and speed.



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