

AN HONEST NOTE FROM MARAN

I took a Monday off — *on purpose.*



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If you run a small business, you probably know this feeling. *"What if I disappeared for a day — would anything actually fall apart?"*

I think about this all the time. I'm the guy everything routes through. Approvals. Decisions. Client calls. The hundred little judgments a day that *feel* like leadership but might just be... me being a bottleneck.

So a few weeks back, I got tired of wondering and decided to actually find out. I posted this on LinkedIn — half as a public commitment, half because I knew I'd back out if I didn't tell anyone:

”

FROM MY LINKEDIN POST • THE ONE THAT STARTED THIS

Took a Monday off purposely to see if my team can work an entire day without me. When they can survive 45 days, this is auto pilot.

I promised my followers an update. This document is that update.

Here's what I did. I took the Monday off (genuinely off — phone away, no peeking). The next morning, I sent every member of my team the same four questions. I asked them to be brutally honest. They were. **What you're holding is what I learned.**

↓ STEAL THESE

The four questions I asked my team. Send them to yours.

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| 1 | How many times today did you wish I was here? | 2 | What was the situation? Walk me through it. |
| 3 | Did you find an answer on your own? How? | 4 | If I took a full week off, how hard would it be? Rate 1 to 5. |

THE HONEST READ

7/10

My team's honest verdict — on how well we'd run without me.

When I first saw the number, I felt two things at once: "hey, that's pretty good" and "hmm, why isn't it higher?" Both turned out to be useful. Here are the five things I actually learned reading their answers carefully.

01

LESSON

Most of the work didn't need me. *I was just used to being asked.*

Across six teammates and a full day, I got reached for only five times. Not a single task actually stalled. **The bottleneck wasn't them needing me. It was me being available.**

02

LESSON

The real blockers were boring ones. *Not skill — just keys.*

The handful of times the team did get stuck, it was almost never because they didn't know what to do. It was OTPs, admin passwords, account access. **One afternoon of pre-delegating logins fixes most of this.**

03

LESSON

A couple of people are great — they just *don't believe they are.*

This was the humbling one. A few teammates absolutely had the answer. But they wrote things like "I would doubt myself whether I'm doing it the way you'd want." They weren't asking *can I do this* — they were asking *am I allowed to*.

04

LESSON

Some clients pause for me. *That's not a team problem.*

A few clients say "let's wait until Maran sir is back" even when my team has the answer. **That's a brand thing — me having let myself become the face of every account.** Different problem, different fix.

05

THE BEST RESPONSE

The best response was *three sentences long.*

One teammate wrote — almost as a side note — "I realised it's better to make decisions on my own than depend on you for small things." No drama. Just a quiet shift. **Reading that line, I realised: this is exactly what I wanted.** Not to be replaceable. Helpful, but not the bottleneck.

THE PART FOR YOU

So how do you actually *build* a 7?

When I asked myself that question, I didn't have a clean answer. So I went looking — and the best one came from somewhere I didn't expect. Months *before* I ever ran this experiment, one of my teammates posted publicly about working at Thedico. She wasn't writing for me, or for any report. She was just describing what working here feels like. Reading it back now, I realised: **her words are the playbook.**

FROM MY TEAMMATE'S LINKEDIN POST · WRITTEN LONG BEFORE ANY OF THIS

"He creates a space where you're allowed to try, allowed to make mistakes, and most importantly, encouraged to step out of your comfort zone."

"He believes in us — sometimes more than we believe in ourselves. And that belief pushes us to do things we never thought we could."

Inside those few lines are **four things any owner can start doing this week.** Nothing fancy. No frameworks to memorise. Just four small habits that, if you stack them over a few months, build a team that doesn't fall apart when you take a Monday off.

01

HABIT

Believe in them out loud.

Don't just *think* someone can handle something. Say it. *"I think you can run this on your own."* Belief that stays in your head doesn't help anyone. Belief said out loud does.

02

HABIT

Give permission before they ask.

Tell your team often: *"You're allowed to try. You're allowed to be wrong. We'll fix it together."* Repeat it until they stop asking permission for the small stuff. Then trust them with the bigger stuff.

03

HABIT

Push them just past comfortable.

Once a quarter, hand someone a task that's a small notch above what they think they can do. Stay close enough to catch a fall — far enough that the win is theirs, not yours.

04

HABIT

Treat new mistakes differently from repeated ones.

When something goes wrong, ask yourself: *is this a first try, or a pattern?* First tries deserve a thank-you for trying. Patterns deserve a real conversation. Mixing them up kills the appetite to try.

A QUICK THANK YOU

That 7 belongs to my team — not to me.

I get to write reports about it. They actually live it every day. The post that gave me this whole framework wasn't written for any download — it was written long before, by a teammate just describing what working at Thedico feels like. You can't fake that.

CONNECT ON LINKEDIN

— Thank you, team. — Maran

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