

LEADERSHIP | PRINCIPLES

01

Leadership is an activity, not a position.

02

Anyone can exercise leadership.

03

Leadership starts with you and must engage others.

04

Your purpose must be clear.

Energize Others

- Engage unusual voices
- Start where they are
- Work across Factions
- Create a trustworthy process
- Acknowledge loss
- Inspire a collective Purpose

Intervene Skillfully

- Make conscious choices
- Raise the heat
- Speak from the heart
- Give the work back
- Act experimentally
- Hold onto purpose

Diagnose the Situation

- Take the temperature
- Identify who needs to do the work
- Test multiple interpretations / points of view

Manage Yourself

- Know your strengths, vulnerabilities, and triggers
- Get used to uncertainty + conflict
- Choose among competing values
- Know the story others tell about you
- Experiment beyond your comfort zone
- Take care of yourself