

Leadership Model

HOW YOU LEAD		
FORCEFUL		Co ENABLING
asserting personal and position power Take charge assuming authority and control Decisive taking a position and speaking up Demanding holding people to high standards	• •	involving others and bringing out their best Empowering giving people autonomy Participative being open to input and influence Supportive providing help and encouragement

WHAT YOU LEAD

\bigcirc strategic		eta OPERATIONAL
positioning the organization for long-term success		focusing the organization on the details of execution
Direction setting the course Expansion growing the organization Innovation supporting change and creativity		Execution driving implementation Focus concentrating resources Order using process discipline







Behaviors

FORCEFUL

2 Assumes authority

Take charge

1 In control

- 3 Gives direction
- 4 Steps in

Decisive

- 5 Takes a position
- 6 Speaks up
- 7 Decisive
- 8 Doesn't back down

Demanding

- 9 Pushes people hard
- 10 Expects a lot
- 11 Gives critical feedback
- 12 Holds people accountable

Direction

STRATEGIC

- 1 Thinks strategically
- 2 Zooms out to see the big picture
- 3 Externally aware
- 4 Looks ahead

Expansion

- 5 Takes risks
- 6 Growth-oriented
- 7 Entrepreneurial
- 8 Builds capacity

Innovation

- 9 Question the status quo
- 10 Early adopter
- 11 Creative
- 12 Encourages innovation

Empowering ENABLING

- 1 Empowers
- 2 Delegates
- 3 Hands-off
- 4 Stands back

Participative

- 5 Asks for input
- 6 Listens
- 7 Participative
- 8 Open to influence

Supportive

- 9 Shows empathy
- 10 Coaches people
- 11 Shows appreciation
- 12 Gives people a chance

Execution

- 1 Drives for results
- 2 Zooms in on tactical details
- 3 Internally focused
- 4 Jumps on problems

Focus

OPERATIONAL

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- 5 Conservative about risk
- 6 Practical about change
- 7 Focused on priorities
- 8 Contains costs

Order

- 9 Relies on what works
- 10 Disciplined
- 11 Structured
- 12 Follows up

