

ROLE OF LEADER

MISSION-CENTRIC CURATION

DEFINE

1

Organizational goals must be defined in a way that resonates with each stakeholder and is related to their role in accomplishing the organization's vision, mission, strategies, and tactics. Leaders must create a culture of trust and transparency so that employees ask questions, provide input, and innovate.



DIRECT

2

Every stakeholder must understand precisely what is expected of them to meet the goals established for their role. Expectations must be relatable to the organization's mission, and stakeholders must see how their work is meaningful to the organization's overall purpose.



ALIGN

3

Every person and team must be aligned, competent, equipped, and inspired to pursue daily progress toward meaningful work that fulfills the organization's mission. To make room for meaningful work, all unproductive, unnecessary, unaligned, and outdated activities must be eliminated.



COMMIT

4

Leaders are responsible for delivering on the goals given to them as part of the overall interdependent effort to fulfill the organization's mission. They must ensure commitment among their assigned stakeholders, make timely decisions, communicate effectively, and carefully plan work to achieve the goals necessary for the success of the organization.



VALIDATE

5

All members of the organization must receive feedback that validates their progress and meaningful contribution or corrects their path such that they meet their assigned expectations. Leaders must be adept at the art of inspiring employees through caring connections and inspirational direction.

