

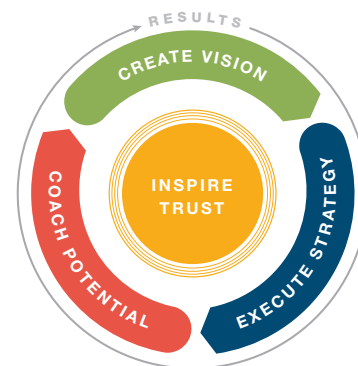
The 4 Essential Roles of LEADERSHIP®



WELCOME

Thank you for signing up for **The 4 Essential Roles of Leadership** work session. You'll soon participate in a transformational leadership journey that will give you the powerful framework, skills, and tools to be a great leader.

Great leadership is intentional—it doesn't happen by chance. Truly effective leaders choose to consistently live four essential leadership roles: they inspire trust, create a compelling vision and strategy, align core systems to execute strategy, and help team members reach their potential through regular coaching and feedback.



THE 4 ESSENTIAL ROLES OF LEADERSHIP

You will:

INSPIRE TRUST

- Accelerate your own credibility as a leader.
- Intentionally build a culture of high trust.

CREATE VISION

- Create a shared team vision and strategy.
- Draft and practice a strategic narrative to frequently communicate your strategy to key stakeholders.

EXECUTE STRATEGY

- Align your systems to ensure the right conditions are in place to implement your team's strategy.
- Embed a proven methodology to execute your team's most important goals.

COACH POTENTIAL

- Provide positive feedback to reinforce performance.
- Apply the essential skills to coach team members to reach their potential.

OVER>

In preparation, please think through these questions and bring your answers to the program:

1. What is your most difficult leadership challenge? What has prevented you from solving it before now?

2. Why would other people choose to follow you as a leader (strengths, capabilities, opportunities, etc.)?

3. Consider your organization's mission and vision. What are the significant contributions only your team can make?

4. What are your organization's most important strategies for the next one to five years? How does your team's core work directly impact one or more of those strategies?

5. What are your team's biggest execution challenges?

6. Identify a team member who would benefit from coaching in each of the following situations.
 - Performance:
 - Problem solving:
 - Career development:
7. How will you measure your leadership success?