

# HOW ROBUST IS YOUR LEADERSHIP MODEL?

# INTRODUCTION

Clarity of your leadership model will always be key factor in running a useful company, and a relevant leadership model is fundamentally a logic extension of the company purpose and strategy.

In this tool you look at your current leadership model and way of doing leadership using a range of impactful criteria, locating current strengths to expand further and potential pitfalls to mitigate.

It is a great tool to create meaning together and it will provide everyone with a common language and strategic foundation to make decisions on.

## STEP 1

- Go through your current leadership model and all the core element in that.
- What is the overall ambition in it?
- What key areas are you focusing on?
- How are you trying to succeed in those areas?
- What is your way of mobilizing and setting up the organisation to deliver?

## STEP 2

- After re-visiting the leadership model go through each of the criteria in the tool.
- Come to a conclusion at each criteria, backed up with data and potential actions based on that analysis.

## STEP 3

- Prioritize what criteria to focus on first based on the overall leadership impact you are trying to create.
- Where do you get the most impact and what needs to be true for that to happen?

# CREATING A COMPANY LEADERSHIP MODEL

## WHAT IS A LEADERSHIP MODEL?

A leadership model shows how to lead.

This differs from a leadership style, which represents the way and individual leads based on a combination of their personality, preferences, culture, ideals etc.

A leadership model can be divided into the following elements:

- The core assumptions we have about leadership (theory & mindset).
- The way we do leadership (behavior).
- What we are trying to achieve when leading (results).

World-class leadership always begins with the context and add the specific content elements needed – based on the needs, drivers, challenges and opportunities in this specific company context.

Begin with the following questions:

- What does our purpose and strategy as a company tell us about the leadership that can get us there?
- What kind of a company do we want to be?
- To us, what does world-class leadership look like?
- How do we raise the bar in terms of leadership and challenge the management dogmas from the past?

Is it important not to see the leadership model as something on its own, because it must always be a response to the end game of the company and show the leadership to get there.

## COMPANY PURPOSE

A unique combination of your company contribution leading to a specific and highly relevant impact.

## COMPANY STRATEGY

Unique strategic choices, desired strategic impact, way of playing and conditions that needs to be in place to impact.

## COMPANY LEADERSHIP MODEL

- Our core assumptions about leadership.
- The way we want leadership to be done.
- The results showing us we are on the right path.

# HOW ROBUST IS YOUR CURRENT LEADERSHIP MODEL?

**FOCUS**

Focus on addressing few high impact leadership elements to simplify the complexity of reality

**CLARITY**

Clearly defined choices on how to practice high impact leadership anchored in your purpose and strategy

**UNIQUE**

Validated logic for how to maintain and develop the needed leadership edge

**FEASIBILITY**

Expectations, roadmap and training are appropriate in terms of time horizon and available resources

**CONSISTENCY**

The leadership model is coherent and does not contain mutually inconsistency

**IMPACT**

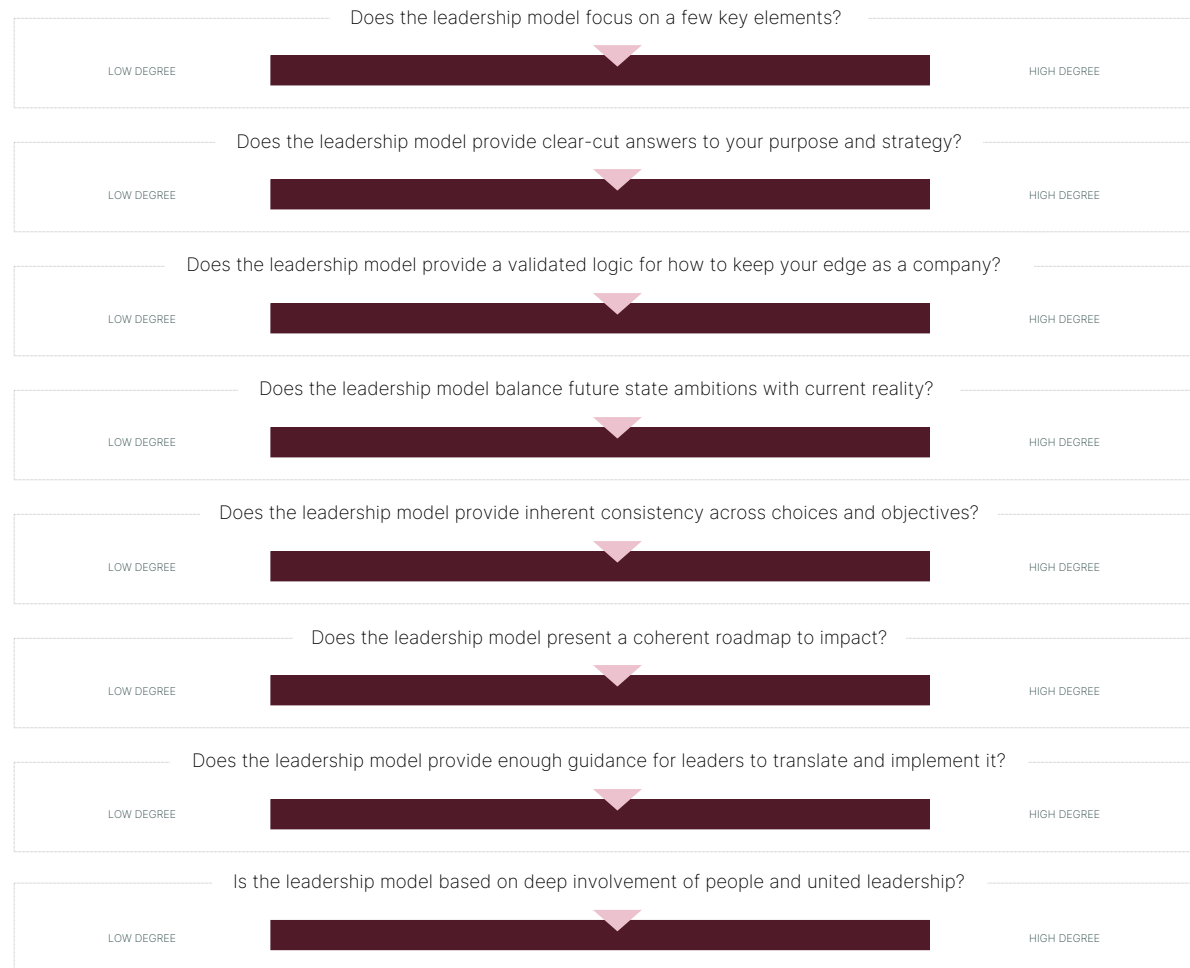
Roadmap of high impact leadership actions in place with clearly allocated resources and responsibilities

**ACTION**

The leadership model provides a framework for the individual leader to act on authentically

**UNITY**

The leadership model is anchored in united leadership and based on deep people involvement



# LEADERSHIP MODEL FUNDAMENTALS TO COVER

## COMPANY PURPOSE

A unique combination of your company contribution leading to a specific and highly relevant impact.

## COMPANY STRATEGY

Unique strategic choices, desired strategic impact, way of playing and conditions that needs to be in place to impact.

LEADERSHIP PRINCIPLES	DESCRIPTION	SUCCESS	WHAT & HOW
<Principle>	<Describe the principle in details>	<What does good look like related to leadership behavior & impact?>	<What content and activities to realize & how to do it with impact?>
<Principle>	<Describe the principle in details>	<What does good look like related to leadership behavior & impact?>	<What content and activities to realize & how to do it with impact?>
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# MAKING BUSINESS USEFUL