

**WHAT ARE YOUR  
CORE ASSUMPTIONS  
ABOUT LEADERSHIP?**

# INTRODUCTION

A leadership model will not make any difference if it is not clearly translated and operationalized, so that everyone have a chance to contribute.

One of the biggest pitfalls in leadership development is the lack of clarity about the actual meaning of the great leadership and how to act on it.

Leadership is never generic and always contextual, so we really don't understand leadership if we don't the context where it should be applied and add value.

In this tool you'll see what to include when moving from purpose statement and company strategy – to the leadership assumptions you choose to adopt.

## STEP 1

- It all begins with an authentic and effective purpose and strategy.
- The leadership assumptions you want to adopt must of course be linked to the purpose and strategy of the company, because otherwise you will see too much inconsistency in what is being done towards the end game of the company.

## STEP 2

- Include a broad representation of people from the organisation to help decode what matters in terms of leadership in the company.
- It is very important that as many people as possible provide their ideas to the team that is responsible for the final draft.

## STEP 3

- Have a dedicated team of people with the responsibility of making the actual translation, and make sure that the people in this team are diverse in the way they think, work and are located in the organisation. They report to the board and senior leadership team.
- Test out drafted versions of the chosen the leadership elements in every business area, making sure that everyone can see how they can contribute and act on it – in everything they do.

# YOUR CORE ASSUMPTIONS ABOUT LEADERSHIP

## PURPOSE STATEMENT

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 MINDSET

- What mindset about leadership is rooted in who we are as a company?
- What to keep from that mindset and what to change?
- Looking at our purpose and strategy – what kind of thinking about leadership is needed?
- What core beliefs about leadership is important to live our purpose and strategy?

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## LEADERSHIP THEORY

- What leadership theories are most useful to out our mindset into practice?
- What leadership theories will be useful to support our leaders in realizing our purpose and strategy?
- What current leadership theories of ours are still relevant and what needs to be added?

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# MAKING BUSINESS USEFUL