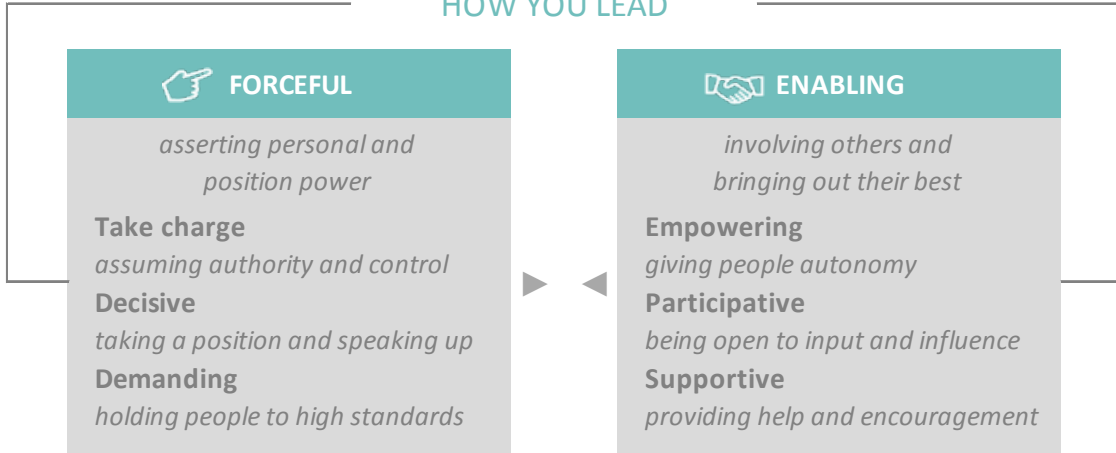


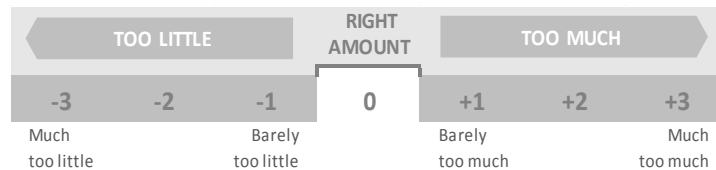


Leadership Model

HOW YOU LEAD



WHAT YOU LEAD





Behaviors

FORCEFUL


Take charge

- 1 In control
- 2 Assumes authority
- 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 Critical
- 12 Holds people accountable

STRATEGIC


Direction

- 1 Thinks strategically
- 2 Zooms out
- 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

ENABLING


Empowering

- 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

OPERATIONAL


Execution

- 1 Head-down
- 2 Zooms in
- 3 Inwardly focused
- 4 Reacts quick to problems

Focus

- 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