

THE NEW LEADERSHIP MANIFESTO

WHAT LEADERS ACTUALLY DO IN TODAY'S WORLD ...

1 THEY CREATE A HIGH PERFORMANCE ENVIRONMENT WHERE SUCCESS IS INEVITABLE

2 THEY AWAKEN POSSIBILITY IN PEOPLE TO DELIVER EXTRAORDINARY RESULTS

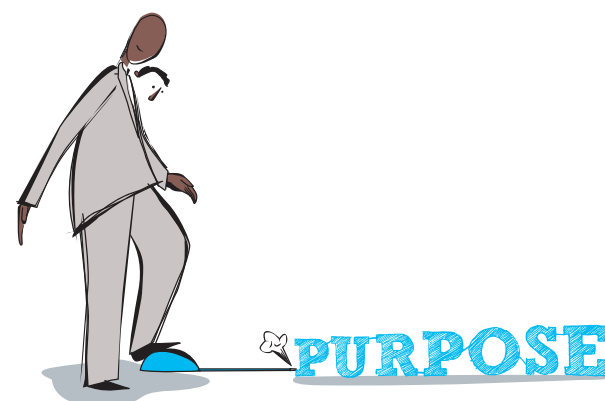
3 THEY OPERATE WITH BOLDNESS, SIMPLICITY AND SPEED

100%
AUTHENTIC



4 THEY UNDERSTAND
THEMSELVES AND HAVE
A STORY TO TELL:

THEY HAVE AN AUTHENTIC LEADERSHIP BRAND, THEY BUILD ON STRENGTHS, THEY ARE HAPPY BEING VULNERABLE, THEY ARE THEMSELVES, THEY SHARE THEIR LEADERSHIP PHILOSOPHY, THEY BUILD TRUST, THEY ARE POSITIVE, HEALTHY AND HAPPY.



5 THEY INSPIRE
ACTION:

PURPOSE IS AT THE HEART OF EVERYTHING THEY DO, THEY MAKE A DIFFERENCE, THEY HAVE COURAGE, THEY GO OUT ON A LIMB, THEY ARE BOLD, THEY TELL STORIES AND GIVE EXAMPLES THAT GIVE MEANING AND INSPIRE ACTION. THEY CREATE A SENSE OF REAL VALUE.

TEAMWORK



6 THEY CREATE HIGH
PERFORMANCE TEAMS:

THEY ARE COMFORTABLE WITH COLLABORATION, EMPOWERMENT, AUTONOMY AND KNOW HOW TO BUILD TEAMS QUICKLY.

INNOVATION



7 THEY INNOVATE

THEY CREATE A CULTURE WHERE EVERYONE COMES UP WITH GREAT IDEAS TO IMPROVE PERFORMANCE AND ADD VALUE. THEY INNOVATE IN EVERY ASPECT OF BUSINESS. THEY ARE RELENTLESS DISCOVERERS. THEY EXPLOIT TECHNOLOGY AND PLATFORMS.



RISK

8 THEY MANAGE AMBIGUITY
AND KILL RISK:

THEY ARE COMFORTABLE WITH PARADOXES, MAKE THE COMPLEX SIMPLE, UNDERSTAND THE NEED FOR EVOLVING PLANS, THEY ARE AGILE. THEY ARE MENTALLY TOUGH AND RESILIENT TO DEAL WITH A WORLD IN PERPETUAL CRISIS. THEY ANTICIPATE AND KILL RISK QUICKLY. THEY STAY IN TOUCH WITH THE WORLD.

9 THEY EDUCATE:

THEY HELP PEOPLE AND ORGANISATIONS LEARN, THEY INSPIRE CURIOSITY, THEY ONLY TELL WHEN DIRECTION IS ABSOLUTELY NEEDED, THEY ENSURE LEARNING IS APPLIED, THEY LEAD WITH QUESTIONS, THEY COACH. THEY DEVELOP AND NURTURE CAPABILITY.



10 THEY DELIVER WITH PACE:
THEY TRANSLATE STRATEGY INTO MEANING AND INSPIRE ACTION. THEY JOIN THE DOTS, THEY ARE COMFORTABLE WITH SPEEDING UP BY SLOWING DOWN, THEY DELIVER THROUGH PEOPLE AND TEAMS, THEY EXECUTE.



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| Leadership Element | Your Score | | | | |
|---|------------|---|---|---|---|
| I create a high performance environment where success is inevitable | 1 | 2 | 3 | 4 | 5 |
| I awaken possibility in people to deliver extraordinary results | 1 | 2 | 3 | 4 | 5 |
| I operate with boldness, simplicity and speed | 1 | 2 | 3 | 4 | 5 |
| I am 100% authentic in my behaviour | 1 | 2 | 3 | 4 | 5 |
| I inspire action | 1 | 2 | 3 | 4 | 5 |
| I build high performance teams | 1 | 2 | 3 | 4 | 5 |
| I unleash innovation in my team | 1 | 2 | 3 | 4 | 5 |
| I manage ambiguity and risk | 1 | 2 | 3 | 4 | 5 |
| I educate, mentor and coach my team | 1 | 2 | 3 | 4 | 5 |
| I deliver at pace | 1 | 2 | 3 | 4 | 5 |

Based on your reflections and scores what actions can you take to develop your leadership capability?