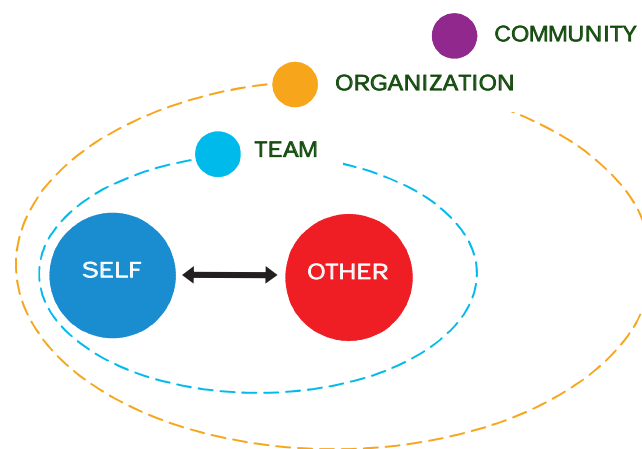


The Five Responsibilities of a Leader

This model describes leadership as a system of relationships in which each layer affects the others. Developing these layers results in better and quicker decisions, less time wasted on unproductive behavior and greater organizational agility and adaptability.



Self (1): This includes taking responsibility for your actions by knowing your purpose (mission), what you want to achieve (vision), what is important to you (values), and choosing the alignment between these and the organization's mission, vision, and values.

Others (2): Part of a leader's responsibility is to develop others. This includes understanding who peers, supervisors and employees are and aspire to be and coaching them to develop as leaders.

Team (3): With teams, leaders balance their attention between self, other individuals and the team as a whole. They are responsible for considering what is needed at the group level and are willing to intervene to set direction, change direction and/or reflect on performance.

Organization (4): A healthy organization adapts and changes at least as quickly as its surrounding environment. Leaders monitor what is working for and against the organization's health. They leverage organizational strengths and successes as well as manage any gaps between espoused mission, vision, and values and those in practice.

Community (5): Leaders are responsible for sustainable success. This includes making choices that balance individual, organizational and community needs.