

# Personal and Leadership Mastery

## PERSONAL: MASTERING SOFT SKILLS

### Renewal

Leaders who are physiologically, mentally, emotionally and spiritually able to lead a transformational organization and strategic process

### Ambition/Desire

Leaders with a deep understanding of what they want and a burning desire to attain the breakthroughs required to achieve it

### Curiosity

Leaders who have a thirst for information, a strong intelligence-gathering function within the executive office, and can identify and analyze the most useful data to make quality decisions

### Connection

Leaders who demonstrate presence and personal relatedness with key stakeholders and leaders/managers in all parts of the organization

### Integration

Leaders with deep understanding of the systemic character and operation of their business or enterprise

### Vision

Leaders with the ability to imagine, tell and live out a compelling future story

### Transformational IQ

Leaders who possess the drive to get things done and the ability to achieve results through people and transformational processes

## EXECUTIVE: MASTERING CORE BUSINESS SKILLS

### Define Vision and Direction

Leaders who gather and analyze intelligence (outside and inside), develop alternatives, make quality decisions about direction, and articulate it specifically so that people know when it has been achieved

### Develop/Communicate Business Case

Leaders who develop and communicate a compelling financial, market-related, and organizational case for the Vision

### Align Key Stakeholders

Leaders who relate readiness for change and action by developing a deep understanding and broad political support for the vision inside and outside the organization

### Orchestrate Dynamic Capabilities

Leaders who develop the strategy and action plans, defining with comprehensive specificity the dynamic capabilities required to orchestrate and execute the Strategy and achieve the Vision

### Structure Transformation

Leaders who organize the enterprise to orchestrate and manage dynamic capabilities, execute the action plans, and ensure accountability

### Build Organizational Capability

Leaders who structure and foster learning throughout the enterprise so that new behaviors essential to strategy execution are mastered

### Deploy, Execute, Monitor and Refine

Leaders who lead the organization into the market, measure results, and make responsive shifts to seize desired outcomes