





Job Description: The People Leader



Job Summary: **EARN** the trust and respect of your people

Qualifications: **DESIRE** to be accountable to help others succeed

Responsibilities: **DELIVER** on the following activities: (repeatedly)

Symbol	Name	Description
	Inspire <i>Infuse(Light)</i>	<i>Everyone needs to know "the why"</i>
		Own and constantly communicate the vision: Where do we want to go? Why does it matter? What does our success look like and how do we know?
	Involve <i>Infuse(Engagement)</i>	<i>Everyone wants to contribute to and be part of the success.</i>
		Tell your people their role in the vision. Specifically: What is my part and how do I help us succeed? Expect them to engage / contribute / deliver success in their role. It takes a team
	Invest <i>Infuse(Activation)</i>	<i>Everyone needs to be equipped for success</i>
		Invest time and resources - in people. Give them tools to succeed in their role including: teaching / training / mentoring / growing / challenging
	Inform <i>Infuse(Delivery)</i>	<i>Everyone needs to know how it is going</i>
		How well are we / am I doing? Are we succeeding? Where are we along the path to the goals? Data / information / feedback are key Know where your information comes from Show real-time what progress is being made