

TRUST CAMP – Leadership approach

The following are guiding principles for me relating to my leadership approach:

1. **Transparency** – Share vision openly around goals and shared outcomes using advanced planning and clear objectives. Be honest when things are unclear and be open to questions from others.
2. **Reliable** – Follow through with commitments and be trustworthy in support of others.
3. **Understand where you are in the moment** - Before initiating any step, establish a sense for the circumstances or environment in which others are working within first will inform what is realistic to expect from them relating to bandwidth and resilience.
4. **Servant Leadership** - Keep an attitude of servant leadership, respect and support for those around me as the priority. Be adaptable to change or a new direction if needed.
5. **Trust** - Create an environment of trust assuming the best of intentions. Coach core values to inform the decisions of others.
6. **Civil communications** - Communicate respectfully one-to-one (ideally in person) when surfacing their unrealized objectives or items not meeting expectations.
7. **Ask more, solve less** - Be open to the fact that others may have the better solution and try and ask the right questions so that we arrive at the answer collectively.
8. **Make space for personal development** – Take advantage of opportunities for everyone to learn and promote long-term personal growth.
9. **Positive Interactions** – Take time to surface what is working well. Touch base on what is not working well and what opportunities for improvement exist in a positive manner focused on the issue, not necessarily the individual.

I expect those around me to treat me with the same professionalism I expect from myself. Also, I ask those around me regardless of their specific relationship or position to help me identify anytime I may be missing the mark on these or if there is a way I can improve in providing leadership.

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