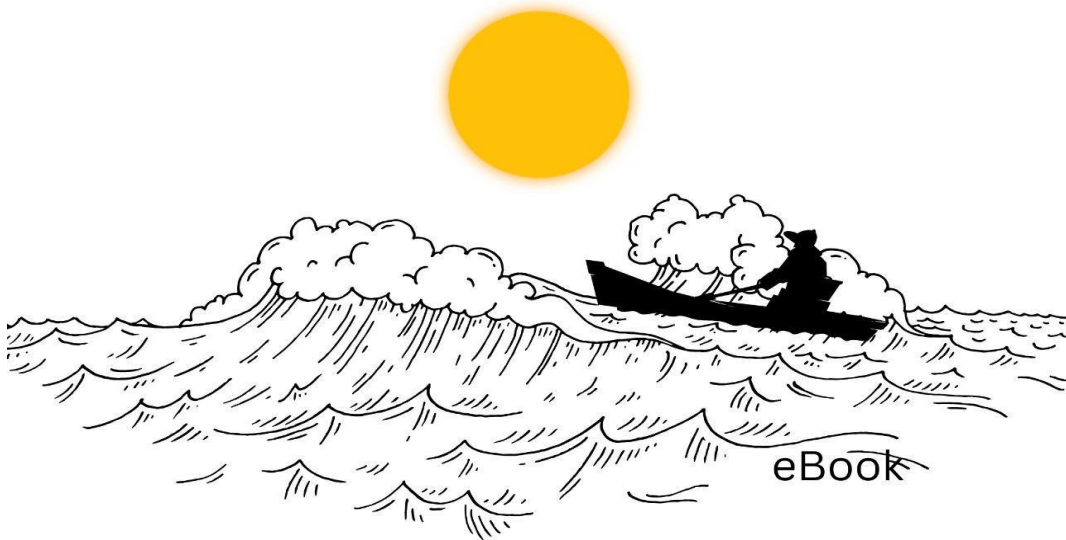


# LEAD

## With Purpose in Uncertain Times

Based on the ground-breaking book:  
“The Eight Sources of Power”



David C Bauman

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# INTRODUCTION

Congratulations on downloading this eBook. My purpose in writing this short book is to help reduce feelings of uncertainty and increase a sense of control and hope in our lives. Change seems constant and the introduction of AI (Artificial Intelligence) into our workplaces and lives accelerates our need to adapt.

Many things create uncertainty and often show up without notice. Losing a job, leaving home, or being transferred can be difficult to process. Accepting a new job, taking on new responsibilities, or making new friends can also shake us. AI is uniquely creating uncertainty in workplaces as it automates some work, supports other work, and may eliminate things we used to do ourselves.

This eBook is not about AI per se because it is just one of many factors that is making the future hard to predict. Rather its focus is on self and human leadership in times of change and uncertainty; a skill that is timeless and never fails to be required.

Let's begin with some basic facts.

Mastering complex human skills in a business landscape requires some emotional and intellectual wisdom. Anyone capable of developing and demonstrating these skills will be "AI Bullet Proof" during the so-called Fourth Industrial Revolution. AI will do the optimizing and analyzing and number crunching better and faster than humans.

But after the processors have cooled and the reports are emailed, smart and empathetic professionals will be the invaluable leaders who make the change and build high-performing teams.

Yet, many competent professionals are left feeling powerless in the relentless progress of AI and the resulting workplace uncertainty. Some of these people will be our managers, our employees, and our coworkers.

As a leader you can rise to the challenge by understanding that all humans long to align with a purpose and that connects with the Power of Purpose. The Power of Purpose **influences human behavior** because it is directly related to our needs, desires, fears, nurture, culture and aspirations. Purpose gives our lives meaning.

But what is the Power of Purpose?

## THE POWER OF PURPOSE

As we move from 100% human to a mix of AI and human workplaces, it's clear that real success is rooted in The Power of Purpose. I define the Power (or natural force) of Purpose as the uniquely human motivation to move toward a place of greater meaning and significance. Sometimes the purpose is to move away from a bad situation (poverty, ignorance, lack of challenge) and sometimes the purpose is to move toward a good situation (wealth, expertise, challenging work). Most of the time a purpose is both, and it is always personal.

The introduction of uncertainty (AI or other changes) can interfere with our purposes and the loss of meaning threatens our stability. Leaders must also align individual purposes with the greater vision and values of the corporation they work within. Leaders who understand and manage purpose can drive innovation and growth by inviting others to join them. Together they build creative capital and boost performance.

Yes, AI can then support innovation and creativity. But, only a leader's strategic and intentional guidance can transform a workplace culture, leading in the AI decision loop.

Are you ready to Lead with Purpose, and shift your corporate environment from uncertainty to purposeful action?

## HOW TO USE THIS EBOOK

I have written [a lot](#) about **how** Leading with Purpose **uses eight (8) powers** that anyone can implement. They are:

1. The Power of Invitation
2. The Power of the Open Hand
3. The Power of Praxis
4. The Power of Framing
5. The Power of Substitution
6. The Power of Solidarity
7. The Power of Building the Wheel
8. The Power of Patience

💡 This eBook is an introduction to the Eight Sources of Power, and is written for anyone who formally or informally leads others around a core purpose. All insights, examples, and data are from my comprehensive leadership book: [The Eight Sources of Power](#), which I invite you to invest in and recommend in your workplace, once you've completed this read.

Each brief chapter shares the story of a real-world leader who demonstrated one of the eight Sources of Power in a time of great uncertainty, and it is followed by a Reflection Question. This is to trigger some deep thinking because everything begins and ends with you *knowing yourself, your situation, your values, your opportunities and your purpose*.

## #1 THE POWER OF INVITATION



Before Rosa Parks and Martin Luther King, Jr., there was Jo Ann Robinson.

*Using the Power of Invitation to lead change.*

In 1949, Jo Ann Robinson, leader of Montgomery, Alabama's Women's Political Council (WPC), endured an aggressive confrontation with a bus driver for sitting in the "Whites-only" section of a public bus.

The experience became a pivotal moment in her life, igniting a determination to challenge the entrenched system of bus segregation in Alabama. She knew her purpose!

When Robinson shared her story and proposed a boycott to fellow WPC members, she was met with resignation. Undeterred, she persevered, and in late 1950 she assumed the presidency of the WPC. Under her leadership, the organization sharpened its focus on the injustices of public transportation, and that required *inviting* others – like Dr. Martin Luther King, Jr. – to join the movement.

"When (Rosa) Parks was arrested for not giving her seat to a White person on December 1, 1955, Robinson immediately sent out fliers *inviting* Black bus riders to stay off the buses the following Monday. The young Martin Luther King, Jr. was invited to become the leader of the Montgomery Improvement Association (MIA).

Working alongside Robinson, E.D. Nixon, Rufus A. Lewis, and Rosa Parks, Dr. King helped organize the Montgomery bus boycott. The MIA's modest demand was that a dividing line be put in the buses to separate the races, but if the White section filled then they would have to stand instead of requiring a Black person to give up their seats.

The boycott lasted 381 days and required organizing carpools, filing court cases, and standing up to threats and violent intimidation including the bombing of King's house. Many grassroots groups provided funding to

support the women and men who would rather walk or ride in carpools than support an oppressive system.” [The Eight Sources of Power](#)

How effective was the Power of Invitation? On November 13, 1956, the US Supreme Court ruled that segregation on public buses was unconstitutional. That’s the Power. Power of Purpose in action using the Power of Invitation.

### Your Reflection Question

As a leader **who invites others**, this is an opportunity for you to create a team and a plan to manage from uncertainty to empowered action. How does this work in practice? After inviting appropriate people to pursue a shared purpose, develop a plan.

**Question:** Where are we going? Detail the vision, mission, project or direction you want to see.

In my book [The Eight Sources of Power](#), I drill down on three other Reflection Questions with expanded application.

Leading others to innovate (we can think specifically around adapting AI tools into our work) can be hard work because most of us do not like change. We may be comfortably worried, but not ready to act. Inviting others requires skill. There is a delicate balance between an “invitation” and an “insistence” from the recipient’s perspective. This is where the second Source of Power comes into play.

Read on.



## #2 THE POWER OF THE OPEN HAND

A Hidden Figure: The Remarkable Life of Poonsapaya Navawongs na Ayudhya

*Using The Power of the Open Hand to create innovative education reform.*

We can learn about this power from the story of a woman who used it to create more opportunities in her country Thailand.

Born in 1910 in what is now Bangkok's Phra Nakhon district, Poonsapaya Navawongs na Ayudhya shattered societal norms to pursue higher education.

After finishing a degree at Chulalongkorn University in Bangkok, she earned a master's degree from the University of Michigan in the US. She experienced the power of education and began studying at Columbia University in New York, but World War II interrupted.

She courageously joined the Free Thai resistance movement, broadcasting hope and defiance on the radio. Returning to Thailand, she began working at Chulalongkorn University with the *purpose* of innovating how students were taught.

"...Poonsapaya... was the first woman to serve as Faculty dean in Thailand. She introduced new teaching and learning theories, concepts, and practices such as seminar classes and course credit systems. Through her leadership, she established the *Chulalongkorn University Demonstration School*, which continues to provide teacher training and educational research opportunities." [The Eight Sources of Power](#)

One aspect of the Power of the Open Hand is demonstrating **compassion toward others**. Poonsapaya saw children who needed an innovative education experience, and she had compassion on them. She encouraged others to let-go of old teaching practices and created courses and even an entire school to experiment.



Showing compassion naturally steers you to lead others in a world increasingly dominated by fear (of AI) and arbitrary change. You can't fake compassion. True compassion means that you can relate to others on a deep emotional level *that feels real* and is authentic.

Compassion is a tool that good leaders use effectively. They're not soft skills. They require mastery and work. When used authentically they open up spaces of opportunity, instill resilience and drive performance.

### Your Reflection Question

Answer this question to consider how you can apply The Power of the Open Hand.

**Question:** In what areas and with which people should you be MORE compassionate?

The Power of the Open Hand frees us from clinging to ideas, values, and practices that may block much needed change at your workplace, community or organization.

Sometimes, we must make a bold move to make change happen quickly because it is affecting so many people. This is where our third Source of Power comes in; The Power of Praxis.



### #3 THE POWER OF PRAXIS

The African Woman Who Marched to End a War: Leymah Gbowee.

*Using the Power of Praxis (knowledge in action) for Change.*

In 2003, as Liberia was torn apart by a brutal civil war, Leymah Gbowee joined with other women to lead a non-violent revolution that changed history.

Through the Women of Liberia Mass Action for Peace, she mobilized thousands of women across religious and cultural divides to demand an end to violence. *Her purpose was to bring peace and save lives!* Their persistence forced peace talks, ended the Second Liberian Civil War, and paved the way for Liberia's first free elections.

As leaders in any field, we can learn from Leymah Gbowee's use of praxis. The word "Praxis" means: *using knowledge or expertise in a practical way*. Leymah Gbowee is the epitome of praxis or "knowledge in action!"

"During the height of the war, the warlords and government leaders were supposed to be negotiating Liberian peace plans. Instead they sat around enjoying themselves in a resort in Ghana. Meanwhile, Liberia was coming apart. Fed up with the lack of urgency and the continuing violence and rape occurring in Liberia, Gbowee led over 100 women into the hotel where they blocked the delegates from leaving the conference room until they completed a peace agreement.

With this pressure and the insistence of General Abubakar who was a former president of Nigeria, the delegates finally completed the agreement during the next few days. The Accra Comprehensive Peace Agreement was signed on August 18, 2003." [The Eight Sources of Power](#)

Gbowee's courageous leadership reminds us that real change often begins with knowledge of how to lead and then taking collective action. In 2011, her work earned

her the Nobel Peace Prize alongside Ellen Johnson Sirleaf and Tawakkul Karman, highlighting her unwavering commitment to women's rights and peace-building.

When I researched people who lead others with purpose, I found that most of them had learned something specific or had gotten training specific to their workplace challenge. Educating ourselves signals to others that we are serious, competent and can be trusted. Now is the time to learn about AI tools and the best practices for implementing or not implementing them. Humans are in control and we must avoid believing every AI sales-pitch about future savings! Become the expert!

Applying *The Power of Praxis* **to what you have learned** requires you to gain the knowledge and expertise first to initiate the change you want *and then* lead others to move from knowledge to action.

Your Reflection Question

Ponder this question about how to apply The Power of Praxis.

**Question:** What knowledge and expertise do you need to act upon to reduce uncertainty and empower others?

In my book [The Eight Sources of Power](#), I have other Reflection Questions with an expanded application.

What if we find ourselves in an organization where change is needed but fear and doubt have frozen everyone? We can leverage the Power of Framing.



## #4 THE POWER OF FRAMING

From Microcredit to Macroeconomic Change: Muhammad Yunus' Extraordinary Journey.

*Using the Power of Framing to Uplift Marginalized Business Owners*

Muhammad Yunus is a visionary entrepreneur, economist and changemaker whose innovations have uplifted millions. Known globally as the "Father of Microfinance," Yunus founded the Grameen Bank, creating pathways out of poverty through microcredit—tiny loans with immense social and community impact. His *purpose* was to lift many people out of poverty by telling a different story about credit.

"After the [Bangladesh Liberation] war, Yunus returned to Bangladesh and eventually became head of the Economics department at Chittagong University. In 1974 he was working with the poorest households in a village near the university. He observed how small loans could make a huge difference in the lives of the poor, but the available loans had high interest that took most of a small businesses' profits.

In particular, he saw poor women who made bamboo furniture paying most of their profits to lenders. Yunus created a new frame of what loans are and who is eligible. Instead of loans being high-interest financial disbursements by large banks to the wealthy, he framed loans as small financial disbursements with low interest to fund small projects. Those without collateral would now have a bank." [The Eight Sources of Power.](#)

Yunus' work earned him the 2006 *Nobel Peace Prize*, as well as the *U.S. Presidential Medal of Freedom* and the *Congressional Gold Medal*. Wherever Yunus leads, he brings his deep-rooted purpose to increase empowerment, entrepreneurship, and inclusive growth.

Framing, Re-Framing and Leading in Uncertainty

Remember that any reframing of a dominant narrative **must be based in reality** and how that reality can change to create more opportunity. The deployment of AI is a

new reality and we decide how, when and if it is used. We can develop a frame that AI will destroy jobs and create mass unemployment, or we can develop a frame that AI will augment our work and make average workers more creative and productive. Both stories could be true or false.

Muhammad Yunus was an economist. He dealt in numbers and facts, but he could see the discrepancies of the existing financial system that excluded hard-working people. Yunus used the Power of Framing to discover new opportunities which allowed wider participation and generated strong returns on investment.

#### Your Reflection Question

Answer this question about how to apply The Power of Framing, especially when assessing the impact of AI.

**Question:** Will you commit to embracing reality as presented in data and experience? *Embracing reality* requires you to: a. avoid being overly optimistic and confident, and b. avoid being overly pessimistic and overly cautious.

In my book [The Eight Sources of Power](#), I drill down on another four Reflection Questions with expanded applications.

There are moments in our careers where we can't avoid direct action, even if that means facing unpleasant consequences. The courage to lead ourselves (and others) through such times will be made easier if we embrace The Power of Substitution.



## #5 THE POWER OF SUBSTITUTION

Celebrating the Courage and Compassion of Triveni Acharya who Substituted Fear with Love.

*Using the Power of Substitution to Liberate.*

Triveni Acharya is a journalist and activist based in Mumbai whose life's mission and *purpose* is to combat the horrors of human trafficking. As the President of the Rescue Foundation, Triveni has dedicated her life to the rescue, rehabilitation, and repatriation of victims of forced prostitution across India, Nepal, and Bangladesh. She and her husband applied the Power of Substitution when they substituted their uncertainty with confidence in their purpose.

"After the rescued girls were rejected by their families, Triveni said, 'It was then that my husband felt the need to work towards rescuing and rehabilitating young girls who are abducted and trafficked and we decided to pledge our lives to them.'

They were no longer uncertain about their purpose and moved forward with confidence and love...Since beginning in their home, the Rescue Foundation has rescued over 6,000 girls and has rehabilitated and repatriated over 15,000 girls." [The Eight Sources of Power.](#)

Triveni stepped into leadership after her husband's passing in 2005. She expanded the organization's impact and now the Rescue Foundation frees over 300 girls every year, offering them a chance at a new life with counseling, job training, and medical support—including HIV testing.

Despite facing numerous death threats, Triveni's resolve remains unshaken. Her work has inspired countless individuals and garnered global recognition, including: Asia Democracy and Human Rights Award (presented by Taiwan's President) Civil Courage Prize (The Train Foundation) Humanitarian Honoree, and the World of Children Award. Honor her incredible journey and support the fight against human trafficking. [The Rescue Foundation.](#)

Sometimes to Lead with Purpose, You Must Substitute (Switch Out) One View for Another

There will be times when leading with purpose requires you to substitute (switch out) one part of yourself that isn't working with an updated part. I describe the three PRIMARY substitutions in my book the [Eight Sources of Power](#).

Your Reflection Question

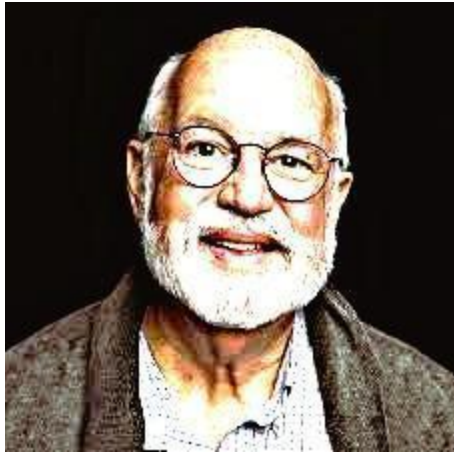
Answer this question about how to apply The Power of Substitution.

**Question:** What could you substitute for your fear of change? What gives you courage?

Only you can answer these questions. A leader cannot outsource the answers, but they must discuss them with others. More importantly, developing the ability to “sit” and ruminate, strategize and execute will **anchor your leadership in certainty**. Learn how you can comprehensively apply The Power of Substitution and lead purposefully without authority. [Read my book](#).

Any strategy you have to reduce uncertainty and execute a plan will require that others share your vision, making it a reality, so that it doesn't just live in our heads.

That's where the Power of Solidarity comes in.



## #6 THE POWER OF SOLIDARITY

How Father Greg Boyle Used the Power of Solidarity in the Los Angeles Projects.

*Using the Power of Solidarity to Create Opportunity.*

"Father Boyle is one of those rare leaders who turns compassion into action, creating a ripple effect that extends far beyond the streets of Los Angeles." *Time Magazine*

East Los Angeles, a community long plagued by violence and despair, was the perfect mission for one faithful Jesuit priest: Father Greg Boyle. From his humble parish, Dolores Mission Church, Boyle's *purpose* was to reduce gang violence by addressing the root cause of poverty: a lack of economic agency. It was a unique turn on a wise saying: 'Teaching people how to fish AND standing with them until they can fish.'

Father Boyle believes that transformation occurs when we stand shoulder-to-shoulder with the most vulnerable. It's a radical idea that birthed Homeboy Industries, now the largest gang intervention, rehabilitation, and reentry program in the U.S.

From starting a small bakery to offering tattoo removal services and launching enterprises like Homegirl Catering and Homeboy Electronics Recycling, Father Boyle showed that true leadership means supporting others as equals. His work wasn't about "helping" but creating kinship. This is the Power of Solidarity.

"He (Boyle) often talks about kinship which he explains requires us to stand with the most vulnerable. In a 2019 talk at Loyola Marymount University in Los Angeles, he stated, 'For Jesus, it wasn't about taking the right stand on issues. It was about standing in the right place. You go to the margins, and you brace yourself because people will accuse you of wasting your time. You don't go to the margins to make a difference. You go to the margins because you want those voices to be heard.'" [The Eight Sources of Power](#)



Father Boyle's leadership substituted an "us/them" view with a "me/we" that transformed the communities he worked in.

The Power of Solidarity will never come from an algorithm. Solidarity is a unique human ability that requires "standing in someone else's shoes". AI can help us find ways to help, where to get resources, how to use those resources efficiently, and how to determine the most important place to start based on pattern analysis.

But eventually a leader must use those insights to move nearer to others. She or he must listen to others as they share their ideas, fears, and hope. Solidarity is not about patronizing team members, coworkers or clients with lip service. It's about instilling confidence. Your leadership could fortify those who feel anxiety or insecurity around change.

Your Reflection Question

Answer this question about how to apply The Power of Solidarity.

**Question:** How often do you genuinely listen to others, and take their thoughts into consideration when deciding next steps?

Leading with Purpose requires an ability to crowd-source talented teams. This leadership skill is at the heart of all successful ventures. I call this skill the Power of Building the Wheel.



## #7 THE POWER OF BUILDING THE WHEEL

Ursula M Burns: The first Black female CEO of a Fortune 500 company.

*Using the Power of Building the Wheel to Create High Performing Teams*

Raised in New York City by her Panamanian mother, Ursula Burns was told that she could become a nurse, a nun, or a teacher. Instead of listening to her teachers, she researched careers that would earn the most money (since her family was very poor) and found engineering.

While earning engineering degrees from Brooklyn Polytechnic Institute and Columbia University, she interned at Xerox. Senior leaders invited her to leave the lab and work in the core businesses. Her *purpose* changed from developing products to learning the business. They gave her leadership opportunities and guidance. Eventually, she was promoted to CEO.

As the first Black woman to lead a Fortune 500 company (Xerox, 2009–2016), Burns not only pushed through barriers but also redefined how leadership looks and acts. During her tenure, Burns spearheaded transformative initiatives and built high performing teams. Now her *purpose* became to create high-performing teams in an industry and company that was changing rapidly – and could disappear! (Sound familiar?)

Below is an excerpt from my book of an interview where she talks about building a team, or the Power of Building the Wheel – a balanced and true tool for progress.

"Q: If you had to define great leadership in a sentence or two, how would you do it? Burns: Persons who can define a purpose, select a great team, empower that team appropriately, enable them to understand what greatness is about, and then let them go." [The Eight Sources of Power](#)

In addition to her work at Xerox, Burns served on the boards of Uber, ExxonMobil, and American Express, co-founded Integrum Holdings, and championed STEM education under U.S. President Obama. Ursula's legacy challenges us to think bigger, aim higher, and to lead with purpose.

Like building a wheel that relies on spokes for strength, building a high performing team requires selecting the right people, putting them in a configuration that releases their potential, and giving them credit.

Integrating AI tools into the team can make people more productive. Let AI tools analyze spreadsheets and discover patterns, write customer email templates (read them before sending!), or generate basic business plans. The team then uses their time to evaluate the results and get things done. AI can be like the grease on the axle that makes the wheel fly!

When we lead in this manner we instill confidence plus we do not micromanage teams. This gives others the freedom to pursue their own purposes and contribute their unique talents to a project. The goal is trust and accomplishment.

Your Reflection Question

Answer this question about how to apply The Power of Solidarity.

**Question:** What are the 2-3 critical goals that must be achieved to reach your purpose and who on your team has the talent and potential to achieve these goals?

In my book [The Eight Sources of Power](#), I present four additional Reflection Questions with expanded applications.

One of the most challenging aspects of being a Leader of Purpose within a corporate structure is that we may not be able to always push our agenda forward as quickly as we want.

This is when the Power of Patience becomes a Super Skill.



## #8 THE POWER OF PATIENCE

Václav Havel: Patience as a Long-Term Strategy.

*Using the Power of Patience to Act at the Right Time in the Right Way.*

Patience is not passive; it is an active strength that transforms challenges into opportunities. Czech writer and eventual

president Václav Havel's journey demonstrates the profound impact of persistence, purpose, and patience. He stated, "There is only one thing I will not concede: that it might be meaningless to strive in a good cause."

His ability to endure adversity began in childhood: growing up under Nazi occupation, losing his family's wealth through Soviet-imposed communism, and then facing imprisonment as a dissident. None of these events broke his resolve. Instead, they refined his vision and *purpose*: to create more freedom from an oppressive government.

Havel's early play *The Garden Party* (1963) was praised internationally for its sharp satire of bureaucratic absurdity. His plays critiqued the oppressive communist regime without directly naming it, showcasing his courage and creativity in navigating censorship. During the nonviolent revolution that ended communist rule in Czechoslovakia (1989), Havel used dialogue, moral conviction, and peaceful resistance to lead his country to democracy.

Below is an excerpt from my book, quoting Havel about taking ownership of a purpose:

"Responsibility to something higher than my family, my country, my firm, my success. Responsibility to the order of Being, where all our actions are indelibly recorded and where, and only where, they will be properly judged." [The Eight Sources of Power](#)

When elected president, he embodied *responsibility through patience*—allowing ideas to mature, coalitions to form, and change to unfold organically. His deep conviction in truth and justice gave him the wisdom to lead a nation during its delicate transition to democracy.

Havel's story is a masterclass in long-term thinking. In a world that often demands instant results, his legacy demonstrates that patience is a powerful tool for changing the world.

### How Patient Are You to Make Your Purpose a Reality?

Patience is a forgotten virtue in today's "click bait" culture. More and more people are turning to AI to problem solve and generate new ideas. While you can learn a lot using AI tools that are properly trained, they cannot replace your ability to think about purposes and how to avoid obstacles.

Some changes may take a month, others a year, and some will take two or three lifetimes. But the power of patience is not about sitting and waiting. It is about *learning about the situation, preparing yourself and others for the next move, and encouraging others to stay in the game.*

### Your Reflection Question

Answer this question about how to apply The Power of Patience.

**Question:** What obstacles are you facing and what long-term perspective do you need to overcome them?

For more in-depth, practical tips about how to incorporate all eight Powers to reduce uncertainty and boldly lead yourself and others, I encourage you to [invest in my book](#).

## WHAT INSPIRED THIS eBook?



Map credit: <https://lnkd.in/gsF7dn2x>

This is the first known printed map (1676) of Ayutthaya, the capital of Siam (modern Thailand). The drawing is based on a map created by the Dutch cartographer Johannes Vingboons.

It shows Ayutthaya (spelled as "Iudea") described as the "Venice of the East." Vingboon's map shows the city's structured canals, fortifications, and temples, highlighting Ayutthaya's importance as a major trade hub and cultural center in Southeast Asia. In the 1670's, the city was said to be larger than London.

Ayutthaya has fascinated me ever since I visited the old capital city as an English teacher in Thailand. The giant pagodas stretched to the sky while the palace walls held untold stories of the rise and fall of kings.

I researched Ayutthaya's cultural history. Could it teach me something? That historical research along with my background in ethical leadership became the main focus of my book: [The Eight Sources of Power](#). The story of four students in the royal court of Siam is based on historical figures and true events.

What can 17th-century Siam teach YOU about living and leading others through uncertainty? How you can use your inherent power to create meaningful change? The lessons of the past can teach you a lot.

The ancient Thais had their fair share of civil war, economic upheavals, and take-overs too. It was an unbelievable discovery that changed my life. I believe it has the power to change yours too.

[The Eight Sources of Power](#) is a timely book that rises to the challenge of uncertain times. It will transform how you see yourself and how you can lead others with purpose, through uncertain times.

In doing so, you will help to create positive, empowering change, build resilience and inspire others which is a uniquely human gift in an AI world.

*David C Bauman*





## ABOUT



*Business Ethics (still) Matter. Professor of Business Ethics and Chair, Management and Leadership Department, Anderson College; Author [Eight Sources of Power](#).*

An accomplished academic and industry expert, I'm passionate about empowering leaders to make ethical decisions, drive sustainable growth, boost performance and develop positive work cultures.

As the Chair of the Management and Leadership Department at *Anderson College of Business & Computing, Regis University*, I've shaped future business leaders through my teaching and research.

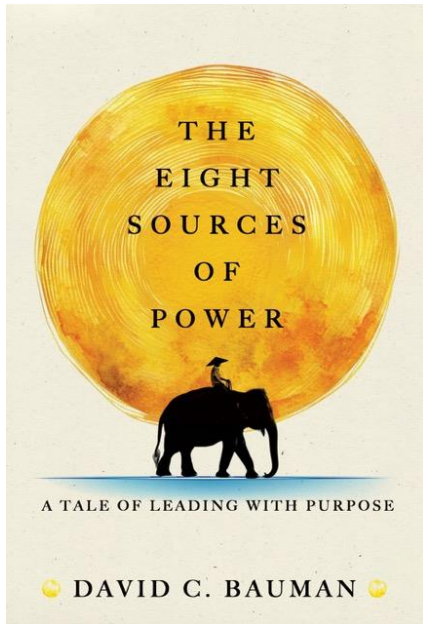
Leveraging my deep-rooted experience in *Fortune 250* companies and academia, I offer practical strategies, tools and resources for individuals and organizations to tackle complex challenges and build sustainable growth-based organizations.

A sought-after speaker and author, I deliver thought-provoking professional ethics seminars that inspire managers and employees to embrace ethical leadership. My research focuses on integrity, leading with purpose, and applying “timeless smarts” (ancient wisdom) to modern leadership challenges.

You can learn more about my work here: [www.davidcbauman.com](http://www.davidcbauman.com)



## MY BOOK



[The Eight Sources Of Power](#) is a groundbreaking book that blends storytelling with timeless leadership lessons.

*Set against the rich backdrop of 17th-century Siam, the book uses a leadership fable based on true events to illustrate the essential principles of leading with purpose.*

Much like *The Five Dysfunctions of a Team*, [The Eight Sources Of Power](#) uses a story format to deliver profound insights in an engaging, accessible way, but this is more than a timeless story. It's business practical.

In the back section of the book, readers and leaders can reflect and workshop their own behaviors, attitudes, and approaches to leadership and adaptability. Through exercises and in citing modern examples of each "Source of Power" my book is an invaluable resource for professionals, leaders, and anyone striving to thrive in a rapidly changing world.

## NEXT STEPS

Here are 5 easy ways to connect to explore how we can grow your business and develop your leadership skills.

1. [Read the book](#).
2. Request a corporate program brief ([email me](#)\*)).
3. Book me to Keynote Speak, ([email me](#)).
4. Mentorship ([email me](#)).

[\\*info@davidcbauman.com](mailto:*info@davidcbauman.com)

I use Zoom, Google Meets.

Follow [my insights](#) on your socials. Read my studies and articles, subscribe to my website: [www.davidcbauman.com](http://www.davidcbauman.com)

I have generated a comprehensive corporate program aimed at managing ourselves and others during uncertainty and change, as well as tools and materials that HR professionals can use to help their organizations perform with more confidence.

I have adapted the principles of my book into:

1. A deliverable program
2. Live Workshops, Webinars, White-Label (Your-Organization) events
3. "Ted" Talks

My research and work is particularly successful in the contexts of:

- **Workplace Management:** Helping employees and leaders navigate change.
- **Personal Growth:** Encouraging readers to embrace uncertainty and adapt to new circumstances.
- **Organizational Development:** Used as a training tool in businesses to nurture a culture of flexibility and innovation.

Whether you're navigating workplace dynamics, leading a team, or simply looking to enhance your company's growth, [The Eight Sources Of Power](#) offers pragmatic and strategic "Timeless Smarts" steeped in history and universal wisdom.

Where to Buy my book:

[Amazon](#)

[Barnes & Noble](#)

[Apple](#)

I look forward to supporting you as you lead your company, team, or community with purpose.