

Leadership Flight Crew

Your journey to becoming a legendary leader is an expedition best shared and supported. Just like any important mission, you need a dedicated support system – your "Flight Crew." This tool helps you identify the key people who will support, challenge, and guide you, reflecting the principle of collaborative energy essential for success.

Use the prompts below to assemble your personal Flight Crew. Think about the people in your life – professionally, personally, or in other contexts – who embody these crucial roles in your leadership development.

UNDERSTANDING YOUR LEADERSHIP FLIGHT CREW ROLES

© Build Better Culture

Key roles and what they mean for your development, with ideas for who might fit:

Co-Pilot: This person is on the same mission as you. They support you and can be alongside you or even step in on your path when needed. They think in line with your goals or direction.

- Question: Who is actively on the same page as you, sharing your journey's direction and supporting you along the way?
- Consider: A peer pursuing similar goals, a colleague on a related project, a friend who understands your aspirations.

Navigator: Your Navigator is crucial for "keeping you on course". They serve as your "gut check person" and help you stay focused on the intended route. Even if you deviate, they help you come back to center.

- Questions: Who is your reliable "gut check" person, consistently helping you stay on course and guiding you back to the intended path? Who calls you out when you stray off course?
- Consider: A trusted advisor with strong business acumen, someone who deeply understands your client or industry, a mentor focused on strategic direction, a colleague known for their clarity.

© Build Better Culture

FLIGHT CREW ROLES CONTINUED



Engineer: The Engineer helps you "maintain and fix things on the journey when they don't go as planned". They often have opinions and can help troubleshoot issues, acting as a contact person with the necessary "address book" to find solutions. They help you fix problems and maintain momentum.

- Question: Who do you rely on to help solve problems? Who has the knowledge or connections to troubleshoot solutions?
- Consider: A technical guru, someone with extensive process knowledge, a well-connected individual who knows who to call, a problem-solver with practical experience.

Devil(s): This is the "advocate who's going to tell you all the reasons your idea is going to fail." They challenge your thinking and help you identify potential pitfalls, sometimes offering points that require a change in approach.

© Build Better Culture

- Question: Who are the advocates who challenge your ideas by pointing out potential flaws and risks, helping you refine your approach?
- Consider: A critical thinker, someone known for playing devil's advocate, a trusted colleague who isn't afraid to disagree, someone focused on risk assessment or downside scenarios.

Ground Control: Often a "mentor" or someone similar, Ground Control provides "guidance from afar." They are a sounding board who reminds you of the bigger picture and the path you are on. This can be a formal or informal relationship.

- Question: Who serves as your sounding board or mentor, providing guidance? Who reminds you of the bigger picture and overall path?
- Consider: A formal mentor, a senior leader you admire, a long-term advisor, someone with broad industry experience, someone with strong business acumen providing high-level perspective, someone who understands your client's world from a strategic viewpoint.

© Build Better Culture

COMPLETING YOUR FLIGHT CREW WORKSHEET

Now, use the space below to list the individuals you identify for each role. As you think about who fits where, remember the guiding questions mentioned in the sources:

- Who are your biggest supporters?
- Who's going to burst your bubble?
- Who's going to help connect you to the knowledge?
- (Consider also: Who's going to get in your way and why? – while potentially external, sometimes a crew member might inadvertently pose challenges, or this question helps reveal factors impacting your crew dynamic).

© Build Better Culture

Use the space below to fill in the roles for your leadership journey:

My Leadership Flight Crew:

- Co-Pilot: _____
- Navigator: _____
- Gunner: _____
- Engineer: _____
- Devil(s): _____
- Ground Control: _____
- Other: _____

© Build Better Culture