



Partnership Lessons from Lewis & Clark

Noticing Moments Leading to Leadership *Reflective, Teachable and Transformative Moments Matter*

Over 200 years ago, Meriwether Lewis and William Clark led a *Voyage of Discovery* that has been enshrined in the imagination of Americans. The voyagers began at St. Louis and planned to reach the Pacific at the mouth of the Columbia River (two known points). The only other place on the route whose exact location was known was the vast Mandan Indian village on the Missouri River, near the present location of Bismarck, North Dakota. The Missouri River, their primary route of exploration, was largely uncharted (at least not by American explorers).

Today, the expeditionary mindset and spirit of partnership demonstrated by Lewis and Clark and their Corp of Discovery is as useful today as it was over 200 years ago when our nation was discovering and inventing its future. Partnership is key in the exploration of uncharted territory. It is essential to the expeditionary approach when going into an unknown future. L&C plus The Corp modeled partners being receptive to each other’s innovative approaches and concepts, and to their creative ways of thinking and speaking about the future. In the words of T. Jefferson (1813), ***“New circumstances call for new words, new phrases...and for the transfer of old words to new objects.”***

<i>Lessons to Learn:</i>	Gaining Leadership Expertise
<ul style="list-style-type: none"> • <i>Be proactive, entrepreneurial and risk taking to confront the challenges ahead.</i> • <i>Embrace success and failure along the journey as tools to advance the project.</i> • <i>Expect new ideas to develop even faster as communication around you increases.</i> • <i>Develop new partnerships and alliances that contribute new resources to your efforts.</i> • <i>Be willing to set the pace for other groups to model.</i> • <i>Encourage new opportunities and the speed it will take to jump ahead.</i> • <i>Preparation prior to launch is key, being flexible after embarking is critical, and adjusting to miscalculation and misunderstandings is ongoing.</i> • <i>Knowing what you know is only part of the journey, strategic scenario or initiative. Without seeking out others with key information you won’t ever know what you don’t know.</i> • <i>Foregone conclusions, assumptions and biases are rarely accounted for in the planning process yet they frame our questions we ask and answer.</i> • <i>Exchange of expertise and responsibilities move along the Partnership Continuum if achievement and workability are the goal versus credit and control.</i> 	<ul style="list-style-type: none"> • Respect • Trust • Courage • Creativity • Optimism • Persistence • Innovation • Shared Efforts • Communication • Admitting Mistakes Made • Unflagging Spirit • Concern for Others • Cultivate Individuals into a Corp



Partnership Lessons from Lewis & Clark

Noticing Moments Leading to Leadership *Reflective, Teachable and Transformative Moments Matter*

If don't learn from your mistakes, you are doomed to repeat them. Today's observations and choices give you tomorrow's consequences. There is nothing worse than realizing something you know with certainty is wrong and refusing to believe it.
Anonymous Executive

<p>Strategic Preparation what is needed—knowledge shared and research used, relationships to leverage</p>	<p>Aggressive Analysis what assumptions are choosing your path - relationships goals, mission, and communications</p>	<p>Shared Leadership state responsibilities with key expertise and skills, resources to share and protocols to use</p>
<p>A Passionate Purpose know <i>why</i> you are doing <i>what</i> you are doing, stay in touch with “those back home”</p>	<p>Learn From Others embrace mistakes made, use as knowledge gaps as road signs, build on diverse relationships</p>	<p>Develop A Team upgrade individuals to <i>team</i>, strategic accountability grows out of responsibility fulfilled</p>

“If you want to improve incrementally, be competitive. If you want to improve exponentially, be cooperative.” —Anonymous

“I always say to myself: What is the most important thing we can think about at this extraordinary moment?”
—Buckminster Fuller



The Physics of Collaboration

Sports Lessons to Learn From Football (also Baseball and Basketball!!)

- Sports stories have leadership and management lessons immediately translatable into life.
- Preparation, planning and course corrections are as typical as a coach sending in a new play.
- Practice is fundamental to being a champion—practicing the fundamentals is critical.
- Personal responsibility has a team be a team—each player embracing their accountabilities.
- Communicating the upcoming play clearly and concisely—understood by all teammates.
- In pursuit of success, a team keeps what works with rigor and eliminates what doesn't.

The Bottom Line

During any game, any player on any of the team's 4 squads can score to win the game AND/OR disrupt any non-productive opposing situation. Everyone is accountable for the success of the Team.

Football	Talent Development
<p style="text-align: center;">Offensive Move Effort Forward ~ Score Points</p> <p style="text-align: center;">Defensive Protect & Correct Non-Productive Efforts</p> <p style="text-align: center;">Special Team— Receiving Accept Delivery ~ Secure Field Position</p> <p style="text-align: center;">Special Teams—Kicking Relay Resources ~ Pass Off Field Position to Others</p>	<p>Client Focus Financial Stewardship Leadership & Values People Project Work</p>
<p>Fundamental Behaviors</p> <p>Role Responsibility & Flexibility Squad & Team Accountability Player Anticipates Repositioning Positive Attitude Even If Behind in Score Willing to Use ALL of One's Skills Thru to Game's End</p>	<p>Fundamental Behaviors for Enriching the Human Experience</p>
<p>Vocabulary & Messages</p> <p>Code Phrases & Jargon Secret Agendas & Planned Surprises Coach Sideline Signals Hard Snap Count Penalties & Setbacks Pre-planned Actions</p>	<p style="text-align: center;">Vocabulary & Messages</p> <ul style="list-style-type: none"> • We are a trusted resource of strategic thinkers that partner, advise and empower people to drive success through our work, clients, and people. • We are transformational partners that enable the pursuit of design excellence. • We cultivate and optimize platforms that are accessible, scalable and global by convening, enabling and developing people. • We promise to be stewards of our culture and develop platforms that add value; and anticipate the core needs of the firm.

"It takes the whole team to win the game."—Vince Lombardi

"It isn't hard to be good from time to time is sports. What's tough is being good every day."—Willie Mays



The Physics of Collaboration

	Squad Perspective	Team Perspective
GOALS (Specific Measurable Results)		
EQUIPMENT (Resources)		
FIELD OF PLAY (Perimeters, Deadlines, Timeframes)		
TEAM POSITIONS (Responsibilities & Accountabilities)		
PRACTICES & PROTOCOLS (Current & Future)		
TRADITIONS & SUPERSTITIONS (Sacred Cows & Taboos)		
OFFICIATING (Agreements, Policies & Procedures)		
4g8tphotosTHE PLAY BOOK (Strategic & Operational)		
WHO IS COACHING (What's Being Coached)		
WHO IS OFFICIATING (What Are They Looking For?)		
AWARDS & CHAMPIONSHIPS (Winning Record)		
FAN CULTURE (Engagement Across GT)		
SPECIAL SKILLS NEEDED (Above & Beyond Job Description)		