



Discovering Leadership™

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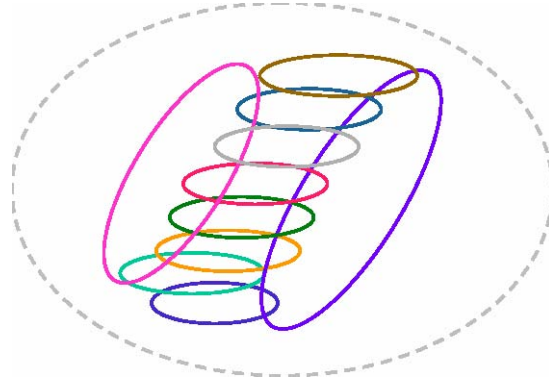
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# Discovering Leadership™



The Discovering Leadership™ model represents an integrated approach to leadership development. Proven over the course of more than a decade, in multiple organizational environments, and at various levels of hierarchy, it brings together key elements of organizational leadership. Each loop on the figure above represents one area of study. Each has associated skills, techniques, and tools. Reading from the bottom up, the horizontal loops represent Beliefs, Values, Dialogue, Trust, Influence, Change, Complexity, and Uncertainty. The vertical loops represent Organizational Expectations (left) and Personal Intentions (right). And the largest loop of all represents Culture. We believe that effective leadership development must start at the bottom with the individual's Beliefs and Values. With respect for one another's Beliefs and Values, we can engage in Dialogue; through Dialogue we can build up Trust. **Trust** sits near the center of the model because Trust sits at the center of effective organizations. Once we have Trust, we can employ Influence to accomplish needed Changes. And in making those Changes, we need to understand Complexity and take into account Uncertainty.