

Revised from Session One: *The Power of Both-And Leadership in an Either-or World* (10-03-24):

Sample Both-And Leader Capability Development Framework - IODA Hand-Out - 10-05-24

The 5 Facets and Underlying 15 Leader Capabilities (LCs) describe the observable and measurable leadership attributes that are most relevant and essential for superior performance of leadership impact and effectiveness.

Leading Self	
<i>Managing one's emotions, actions, and mindset authentically in alignment with core values, involving self-awareness, self-regulation, and a commitment to personal growth.</i>	
Courageous Authenticity	Acting in alignment with one's values and principles, even when it is difficult or unpopular.
Emotional Resiliency	Maintaining calm, focus, and effectiveness in the face of stress, adversity, and change.
Learning Agility	Continuously learning from experiences, applying knowledge to new contexts, and adapting quickly to change.
Developing People	
<i>Empowering others to realize their potential through coaching, mentoring, and growth opportunities, while fostering an environment that values different perspectives, backgrounds, and ideas to cultivate a sense of belonging.</i>	
Unleashes Talent	Identifying, developing, and maximizing the potential of individuals to achieve their full capabilities.
Honors Differences	Valuing, leveraging, and celebrating diverse perspectives, backgrounds, and ideas within teams.
Cultivates Trust	Building trust by demonstrating integrity, reliability, and care in interactions with others.
Building Relationships	
<i>Creating and maintaining trust-based, collaborative relationships both inside and outside the organization by using strong interpersonal skills, emotional intelligence, and constructive conflict management.</i>	
Collaborates Effectively	Working cooperatively across teams, functions, and departments to achieve shared goals.
Connects Interpersonally	Building and maintaining meaningful, trust-based relationships with others.
Communicates Impactfully	Delivering messages clearly and persuasively, ensuring alignment and inspiring action.
Leading Strategically	
<i>Envisioning future challenges, making informed decisions amidst complexity, and crafting strategic pathways that drive the organization forward.</i>	
Propels Mission & Vision	Articulating and advancing a compelling organizational mission and vision that guides long-term direction.
Navigates Strategically	Anticipating trends, assessing risks, and making informed decisions that ensure long-term success.
Leads Transformational Change	Guiding organizations through significant changes while engaging and empowering people to embrace the transformation.
Driving Results	
<i>Achieving sustainable outcomes by ensuring accountability, optimizing resources, and aligning efforts with organizational goals while creating value for employees, customers, and stakeholders.</i>	
Produces Sustainable Results	Achieving performance outcomes that are effective in the short term and sustainable over the long term.
Optimizes Multiple Stakeholders	Balancing the needs of employees, customers, shareholders, and society to create long-term value.
Drives Accountability & Engagement	Fostering a culture of ownership, where individuals are accountable for their actions and fully engaged in achieving organizational goals.