



Executive Leadership Cheat Sheet

Essential strategies for peak performance

OWNERSHIP DOCTRINE

The **Ownership Doctrine** asserts that leaders must assume complete responsibility for outcomes. This means embracing both successes and failures, and viewing challenges as opportunities for growth and learning. Cultivate a culture where every team member feels empowered to take ownership of their roles and contribute to the collective success. When something goes wrong, avoid blame; instead, ask, 'What could I have done differently to prevent this?'

'The price of greatness is responsibility.' - *Winston Churchill*

PSYCHOLOGICAL SAFETY & INNOVATION

Psychological Safety is the bedrock of innovation. Leaders must foster an environment where individuals feel safe to voice dissenting opinions, take risks, and admit mistakes without fear of retribution. This necessitates active listening, empathy, and a genuine commitment to creating a culture of trust and respect. When teams feel safe, innovation flourishes.

Promote open dialogue and active solicitation of new ideas. Implement frameworks that permit intelligent failures, where valuable insight can be extracted from negative results.

DIVERGENCE–CONVERGENCE MODEL

The **Divergence–Convergence Model** offers a structured approach to problem-solving and decision-making. It begins with a period of **divergence**, where diverse perspectives are actively sought and explored. This is followed by a period of **convergence**, where ideas are synthesized, evaluated, and narrowed down to a focused solution. Leaders must skillfully manage both phases to ensure inclusive and effective decision-making. Avoid premature convergence which might silence valuable insights.

Employ tools such as brainstorming sessions and debates to help promote divergence. Create clear evaluation criteria to guide the convergence process.

EMOTIONAL REGULATION UNDER PRESSURE

Executive leadership demands the ability to regulate emotions effectively, especially under pressure. Maintain composure, resilience, and objectivity in the face of adversity. Practice mindfulness, self-reflection, and stress-management techniques to enhance emotional intelligence. Remember your reactions are amplified throughout the team.

Develop coping mechanisms, such as delegation, physical exercise, and meditation, to reduce stress and improve overall well-being.

SIX EXECUTIVE ACTIONS

1. **Set the Vision:** Clearly articulate the organization's goals and strategic direction.
2. **Empower Your Team:** Delegate effectively and provide team members with the resources and autonomy they need to succeed.
3. **Communicate Consistently:** Maintain open and transparent communication channels to keep everyone informed and aligned.
4. **Drive Accountability:** Establish clear performance metrics and hold individuals accountable for results.
5. **Foster Collaboration:** Encourage teamwork and cross-functional collaboration to break down silos and leverage collective expertise.
6. **Lead by Example:** Demonstrate integrity, resilience, and a commitment to excellence in all your actions.

CLOSING STEWARDSHIP STATEMENT

As stewards of the organization, executive leaders have a responsibility to create lasting value and leave a positive legacy. Embrace ethical leadership, prioritize long-term sustainability, and invest in the development of future leaders. Let us strive to build organizations that are not only successful, but also ethical, resilient, and deeply committed to the well-being of their employees and the communities they serve.

'The ultimate test of a moral society is the kind of world that it leaves to its children.' - *Dietrich Bonhoeffer*