



Unleashing the amazing talent you already have!

Framework for Enlightened Leadership™ Worksheet

Step 1. What is already working? (Where do we already agree? What successes have we had?) What else? _____

Step 2. What, specifically, makes it work? (To what do you attribute the success?)

Step 3. What, specifically, is our objective or goal? (What are we trying to accomplish?) _____

Step 4. What are the benefits of achieving the objective? (for customer, organizations, departments, teams, you) _____

Step 5. What can we do more, better or differently to move closer to our objective? Who will do what? By when? How will we measure it?

Free learning videos explain how to use the Framework for Enlightened Leadership in numerous applications at: <http://budurl.com/framework251>

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Framework for Enlightened Leadership™ Description

The Framework for Enlightened Leadership™ is a proven tool for conflict resolution, problem solving, team alignment, innovation, project turn-arounds, leading change, performance appraisals, vision-building, team-building and more. **Get free videos for learning how to apply the Framework at <http://budurl.com/framework251>.**

Following is an overview of the Framework. It is typically used as a facilitation tool and is also very effective for presenting debriefs in challenging situations.

Step 1. While you don't always need to use all five steps for every application, almost always start with Step 1 because this is the step that shifts the focus of people and unleashes their creativity. By beginning with a discussion of the successes, the dynamics of any meeting moves from a potentially defensive situation to a very proactive one.

Step 2. This is the learning step, the root cause analysis of your successes. This knowledge will help you continue current successes and show how to expand them, yet is almost always left out of discussions. Understanding very specifically the cause of successes teaches you how to do it again and almost always has team members acknowledging each other for their contributions -- very powerful!

Step 3. This whole Framework is a powerful team alignment tool, and step 3 is at the heart of accomplishing that. This step is especially powerful when team members participate in determining the objective. Even when the objective is dictated to you, it is still important for people to get clear about how their personal and team objectives fit into the bigger organizational goals.

Step 4. Buy-in is critical from those who must implement the plan, so if the objective from Step 3 is imposed on the team, Step 4 becomes especially important. This topic is always discussed "outside-in," i.e., What is the benefit to the customer? the organization? the department? the team? each of the individuals? And while it is important for each person to state "what's in it for them," what they say is not as important as their processing of the question. The "truth" might be too sensitive.

Step 5. This is the "Action Plan" and will be far more effective because you've done the other steps first. Frankly, if you could be effective in skipping right to this step and be successful, you would. Realistically, though, you need to shift the energy away from a problem-orientation to a solution-orientation. You also need to open up the creative energy and clarify the objectives from that high-creativity space. You certainly need to get buy-in. Then and only then, you're well prepared to determine at the least the first steps in your plan of action and establish the critical accountability and measurement.

Step 6 is to "just do it" and Step 7 is to see how you're doing by going back to Step 1!