

*Each person has
the potential to be
the best they can be
for the world*

REDEFINE
ACCOUNTABILITY
AS GROWTH

People care for each other by helping each other to grow. They do not need to use fear or threats; they have other ways of influencing behavior.

EVIDENCE-BASED
SCIENCE INFORMS
THE ART OF
LEADERSHIP

Leaders have to grow themselves before they can expect others to grow. THEY create the context in which all behavior occurs.

INFORMATION
IS POWER

Leaders that are transparent and freely share information with everyone in the organization build trust and understanding. Empowered work teams narrow the gap between management and staff.

CREATE A CONTEXT
IN WHICH EVERYONE
CAN REACH THEIR
HIGHEST POTENTIAL

This involves creating a context of universal accountability, where everyone is accountable, rather than hierarchical accountability, where only a few are accountable.

LEADERSHIP IS A
BEHAVIOR. NOT A
POSITION

All of us will at times be called to act as leaders, not just those of us with formal titles. When everyone in the organization is acting as a leader, there is no problem too big or challenge too great to meet.

DECISION-MAKING
AUTHORITY IS SHARED
THROUGHOUT THE
COMMUNITY

Wisdom is not found in only one person's head. Planning, evaluating, and directing one's own work life helps motivate us.

PERSON-CENTERED LEADERSHIP

In order to create a sustainable transformation and culture of growth in which each person contributes to a caring community, leaders must first shift their thinking and behavior away from the institutional model of leadership, towards a person-centered one.