

BAIN INSPIRATIONAL LEADERSHIP MODEL

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DEVELOPING INNER RESOURCES

Stress Tolerance

Dealing with stress in a positive and constructive manner.

Emotional Self-Awareness

Understanding your emotions, their causes and their impact on others.

Flexibility

Adapting your responses to dynamic circumstances.

Emotional Expression

Voicing your feelings openly.

Independence

Maintaining the conviction to follow your own course of action.

Self-Regard

Holding a confident yet realistic assessment of your abilities.

Self-Actualization

Improving yourself and engaging in personally meaningful pursuits.

Optimism

Remaining resilient and positive despite challenges.

CENTERDNESS

Engaging all parts of the mind to become fully present.

CONNECTING WITH OTHERS

Vitality

Showing passion for your work and giving energy to others.

Humility

Maintaining a balanced ego.

Empathy

Understanding and appreciating others' needs and feelings.

Development

Assisting others in advancing their skills.

Assertiveness

Advocating your point of view in an open, honest and direct way.

Listening

Paying true attention to others' comments, ideas and feelings.

Expressiveness

Conveying ideas and emotions clearly and compellingly.

Commonality

Sharing mutual interests and activities.

Focus

Orienting teams toward the most relevant set of outcomes.

Vision

Creating a compelling objective that builds confidence and encourages sign-up.

Harmony

Fostering alignment and resolving conflicts.

Direction

Setting appropriate group and individual expectations.

Empowerment

Allowing and encouraging the freedom to stretch.

Co-Creation

Trusting that collaboration can yield better results.

Servanthood

Investing on behalf of others and finding joy in their success.

Sponsorship

Engaging to help others achieve their broad career aspirations.

SETTING THE TONE

Worldview

Seeking to understand and incorporate diverse perspectives.

Openness

Demonstrating curiosity, creativity and receptivity to input.

Shared Ambition

Living the organization's mission and operating principles.

Follow Through

Showing integrity and consistency in word and action.

Responsibility

Taking proactive ownership, giving credit for success and being accountable for mistakes.

Unselfishness

Putting team needs above short-term personal benefits.

Recognition

Showing appreciation for the efforts and results of others.

Balance

Respecting the boundaries of others' relationships and commitments outside of work.

LEADING THE TEAM