

Our Leadership Framework



Navigating the Future

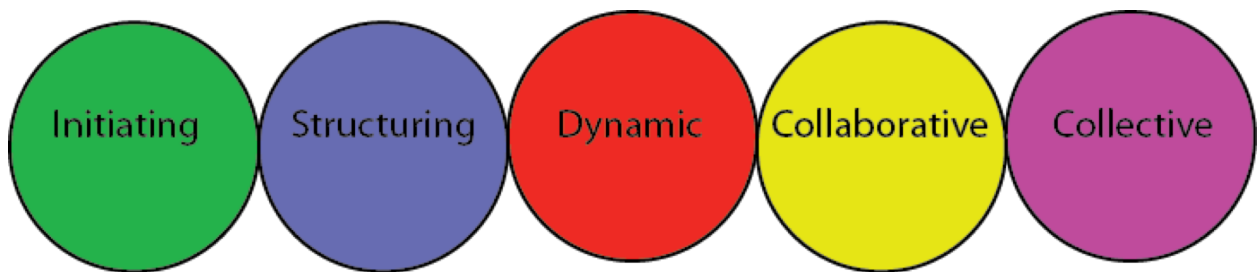
Many people today feel “stuck,” de-energized, and overwhelmed as they try to keep pace with rapid change and ever-increasing complexity. As Albert Einstein famously conveyed, "We cannot address the problems of today with the same mindset that created those problems." Working alone will not get the results needed in this fast-paced world. The world of today requires that we work together.

The Compass Series Leadership Framework offers people a systematic strategy for strengthening their capacity to work together and lead innovation and change. Our framework helps people develop expanded mindsets, beliefs, skills, and behaviors. Personal leadership skills are folded into the framework and emphasize self-awareness and interpersonal skill development.

Our Leadership Framework includes:

- Our Leadership Path
- Our Beliefs Technology
- Actionable Skills and Behaviors
- Customized Pathways

Our Leadership Path



Our Leadership Path guides adults and young people toward expanded leadership mindsets. Each of the five developmental steps along our Leadership Path provides useful perspectives and skills to take effective action. The complexity of today calls for the ability to take in more information and collaborate with others.

Our Leadership Path offers five steps of leadership growth:

1. Initiating
2. Structuring
3. Dynamic
4. Collaborative
5. Collective

The Leadership Path is supported by our Beliefs technology.

Our Beliefs Technology



The entire set of our Beliefs technology includes 52 specifically defined Beliefs (clusters of values), skills and behaviors. Our Beliefs values-clusters encompass the entirety of human behavior. Each Belief relates to one of the steps in our Leadership Path and the entire set is available in boxed sets and online.

One's outdated beliefs can get in the way and cause us to feel "stuck." Thus, an effective way to shift thinking, foster new action and alter how we show up in the world is the ability to update our beliefs.

Actionable Skills and Behaviors



While our Beliefs represent desired outcomes, our skills show you how you get there. Our actionable Skills and Behaviors activate packets of energy found within each of the beliefs. By activating these packets (Beliefs) one develop new capabilities to take action and see the world differently. Skills help people shift the lens through which they see the world and opens new possibilities for change, creativity and effective leadership. Leadership is learned and our skills include intrapersonal and interpersonal skill sets.

Our skills are essential components of developing oneself personally and professionally. They help us to expand our lenses and provide the practical know-how for agility in life and at work. Skills and beliefs working together create capability.

We currently offer five leadership Pathways across our Leadership Path.

Our Pathways



Pathways are a developmental expression of leadership ideals related to a presenting challenge. They are customized from our Leadership Path and Beliefs. While they represent leadership ideals, they have very practical applications.

Our customized pathways include:

- Teaming
- Diversity/Inclusion
- Creativity/Innovation
- Dignity
- Thriving
- Peace Building – under development

Pathways are used by individuals, teams, and organizations to transform their ability to work collaboratively to solve current challenges.

Pathway Links

Teaming Pathway

Our Teaming Pathway helps a person or a team express thinking and behaviors related to high-performance collaboration and communication. The pathway leads individuals and teams to identify skills related to positive team development such as relational intelligence. People that possess these skills promote engagement and positively impact their organization's culture. As a foundational pathway, the Teaming Pathway is central to surviving and thriving in the complexity of the 21st century.

Diversity/Inclusion Pathway

Aspects of diversity include and are not limited, to our ethnic, gender, religious, cultural, social, sexual, physical and historical distinctions. Our Diversity/Inclusion Pathway invites people to explore their beliefs, skills, and behaviors so that they can positively integrate their many similarities and differences. Our technology offers an opportunity to let go of outdated beliefs and acquire new skills. The Diversity/Inclusion Pathway brings people of diverse and different talents together as they work towards a common goal.

Creativity/Innovation Pathway

The Creativity and Innovation Pathway represents the capacity to bring forward something original or unusual or reimagine something that exists. This Pathway is key to organizational survival and new product development. The Creativity/Innovation Pathway unleashes fresh energy for individuals, teams, and organizations and can include the implementation of something new.

Dignity Pathway

Our Dignity Pathway encourages an expanded understanding of one's self-identity while also dignifying others worldwide. The Dignity Pathway supports character building and includes the development of self-worth and self-confidence. These strengths lead to personal accountability for decisions and actions. Learning to value and appreciate oneself and others is an important aspect of self-development. This pathway is often used as a personal pathway by young adults.

Thriving Pathway

Our Thriving Pathway describes growth that culminates in human flourishing. When we thrive, we experience our lives through expanded inquiry, presence, openness, playfulness, and thoughtful action. Going well beyond the idea that we merely survive as isolated individuals, thriving includes social connections where individuals and teams strive for continuous learning and growth. The outcome of thriving includes new capability to re-imagine who we are and how we will expand our success in a meaningful way.

Links to steps along our Leadership Path

Initiating

The world is perceived as a challenging place and people are concerned with their own fundamental issues.

Structuring

The world is perceived as an orderly and systematic place where people value authority and tradition. People are rewarded through competition efficient processes.

Dynamic

The world is perceived as the connection of effective relationships and processes. Systemic thinking evokes a wider view of reality including the opening towards different awareness, self-directed learning, and team building. It is a potential time of chaos and transformation.

Collaborative

The world is perceived through the experience of working with others. Relational accountability, diversity, and ethics support the integration of differences and the development of synergy.

Collective

The world is perceived as a whole where the qualities of the whole are reflected within the parts of the system. People use mindful leadership to make complex decisions and develop new environments based on ecological, global, and human dignity attributes.