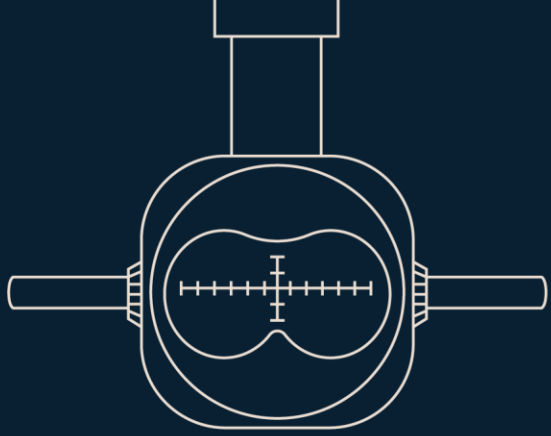




Intent-Based Leadership The Best Tool for Safe Empowerment in the World

**with
Andy Jordan, National Grid
and
Peter Russian, Intent-Based Leadership International**





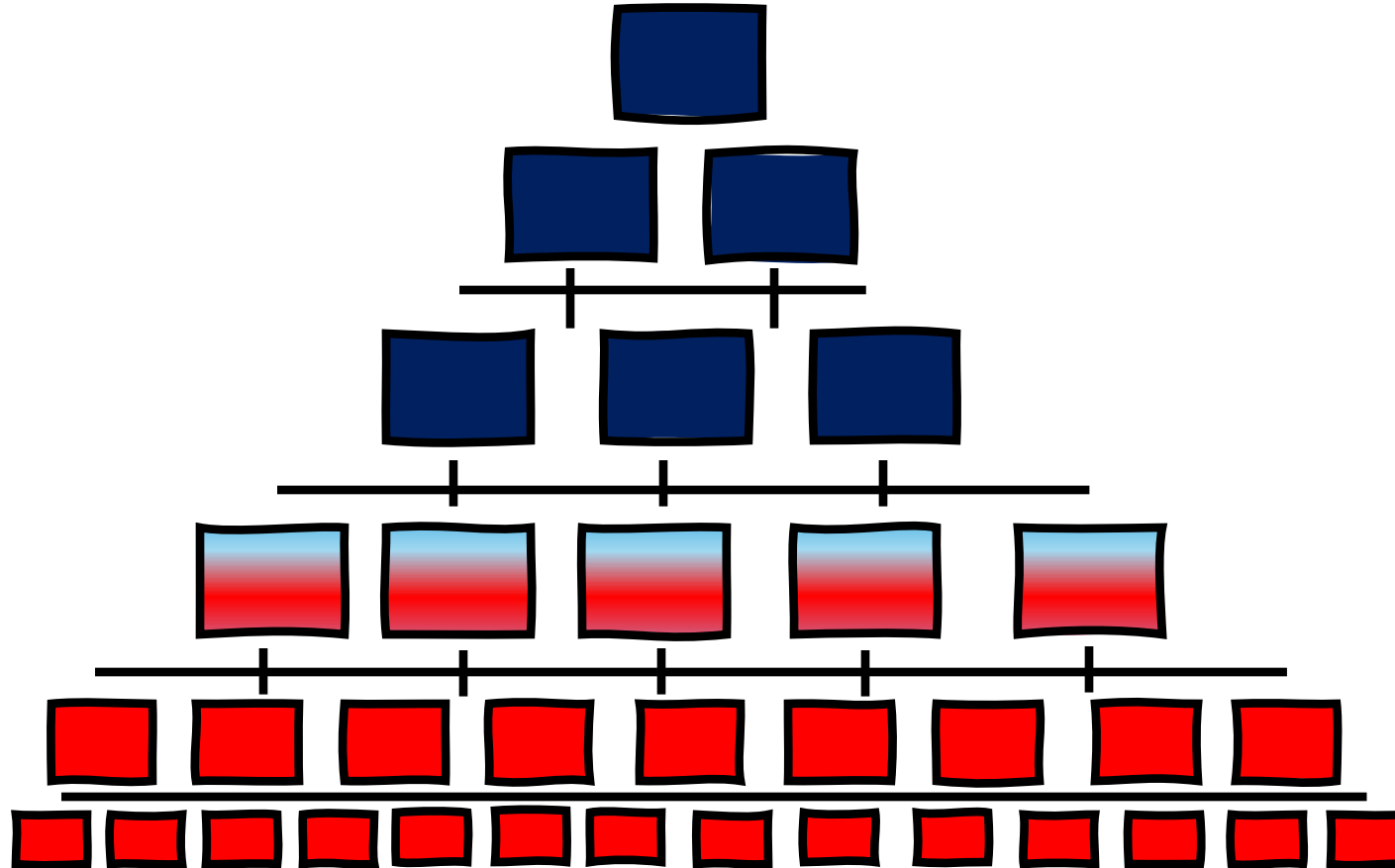
Decide
Discuss
Plan
Develop
Choose

Execute
Deliver
Produce
Consistent
Standard

Deciders and Doers. Leaders and Followers

Decide
Discuss
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Decisions are
made by
people not
doing the
work

Leaders add
stress to force
better results

People have to
prove they can
be trusted to be
given more
control

Six Typical Challenges for Teams

Avoiding errors
is valued more
than learning
and growth

When things go
wrong, the
solution is more
control and
training

In routine work
team members
operate in
autopilot mode
rather than
active thinking



Leadership: A Concept

This book will present the many aspects of leadership—approaches to and styles of leadership, examples of effective leadership, the psychology of leadership, and the factors and traits of the effective leader—to teach its readers to become more effective leaders. Unless leaders clearly understand themselves and the factors that influence the behavior of peers, seniors, and juniors when they are reacting as

Leadership can be defined .. as directing the thoughts, plans, and actions of others .. so as to obtain and command their obedience, their confidence, their respect, and their loyal cooperation.

ship between one person and a group, or between leader and followers. It presupposes that there is—indeed there must be—a will, a consuming motivation, that the individual chooses to impose, through command, persuasion, or some other means, on subordinates. It connotes a willingness on the part of the individual to sacrifice personal time and material gain to achieve the capability to lead. Leadership is the profession of the officer in which proficiency can only be obtained through a constant study of leadership principles and practice in ap-

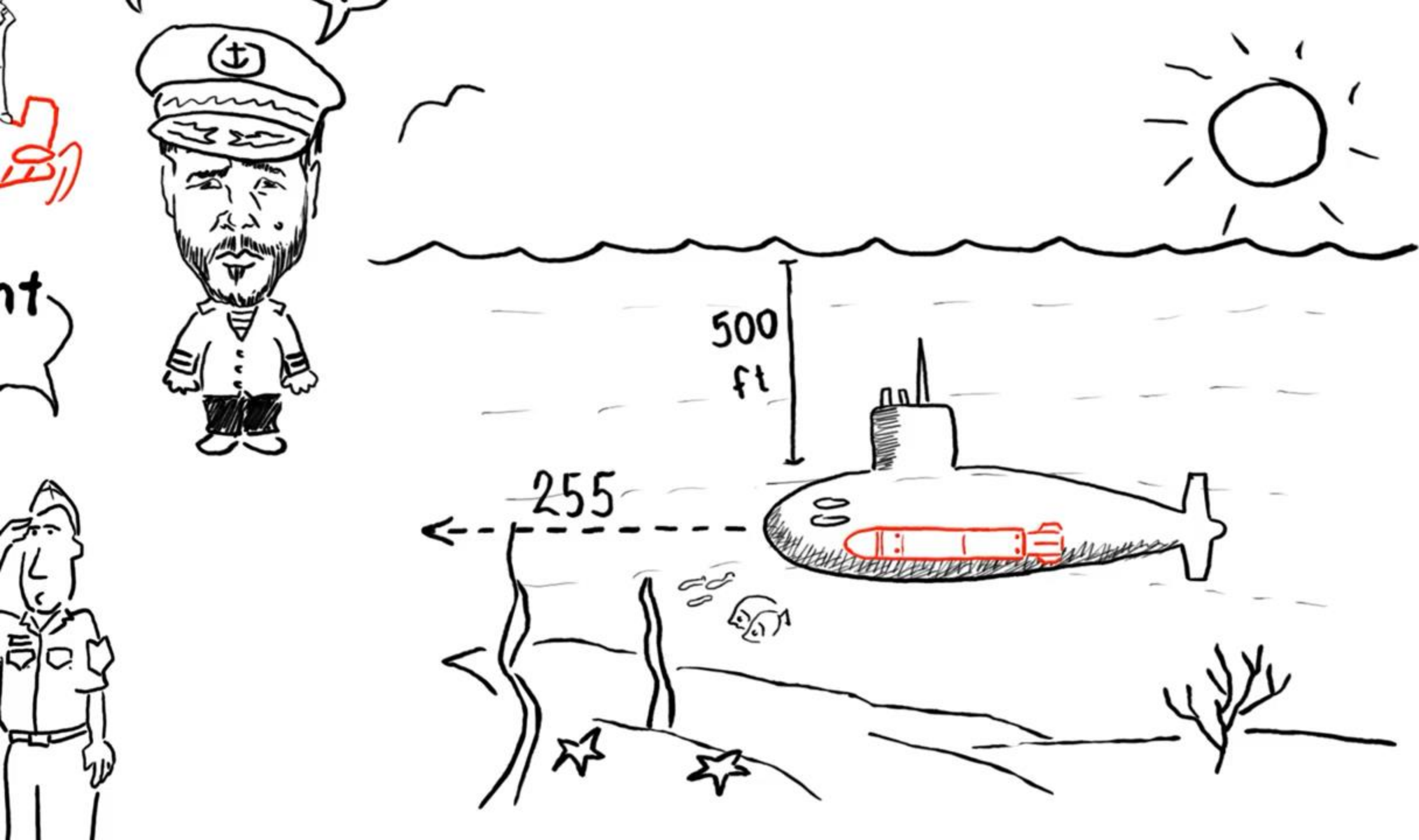
USS SANTA FE



@ldavidmarquet









What does Intent mean ?

- **Intent** = ownership.
- I've made a decision, I share it, I invite feedback.
- Neither seek permission or ask for forgiveness

**Intent creates a safety
valve for leader and teams**

**Leaders can still
intervene if the
decision is unsafe**



**People know that
the leader has
their back**

**Creating more engaged,
thinking, active team
members and reduces risk**

Intent Leads to



**Ownership and
Problem Solving**



**Increased
communication
and contribution**



**Active
Thinking**

**Intent-Based Leadership is a
system of language and
practices, that enable us to
give more control and build
more ownership.**



Traditional Leaders

Solve problems for others

Motivate the team

Inspire

Makes great decisions



Intent-Based Leaders

Help others solve problems

Create the environment

Get insight and ideas

Stop making decisions that others can make

Intent-Based Leadership is about designing a model where people lead with intent, take ownership, focus on organizational clarity, create critical thinkers, and create environments focused on achieving excellence.

Core components of the model that focus on open ended questions and pushing decision making down have helped us achieve:

- How we think about setting clarity and direction for the teams
- Psychological Safety
- Conversations that allow the team to fail “safely”
- Faster decision making having informed conversations versus asking
- Creating more critical thinkers
- Placing accountability where it should be and giving control at the right levels

INVITATION		STATEMENT	
What have you BEEN DOING?	7	I've BEEN DOING ...	
What have you DONE?	6	I've DONE ...	
What do you INTEND to do?	5	I INTEND to ...	
What would you LIKE to do?	4	I would LIKE to ...	
What do you THINK?	3	I THINK ...	
What do you SEE?	2	I SEE ...	
I'll TELL you what to do.	1	TELL me what to do.	



*"I don't know of a finer model
of empowering leadership"*
Stephen R Covey

Implementing Intent



**INTENT-BASED
LEADERSHIP
INTERNATIONAL**
TURN LEADERSHIP AROUND

Individual Leaders

IBLI Essentials Online Course

Leadership Teams

**IBLI Essentials Online Moderated Course
IBLI 3D**

Enterprise

**IBLI Sonar Review
IBLI Certification
IBLI U –Learning Portal**