



Leadology®

G5 Leadership's exclusive map to the actions and attitudes of high-performance.





Leadership isn't a title, where your office is located, or one all-powerful skill. The power of leadership is no stronger than the merit of who you are and what you can do, and those abilities are intricately connected. That's why we carefully designed the Leadology® map.

In designing Leadology®, we took a counter-cultural approach. Rather than list dozens of droning, corporate-speak competency lines like, "Demonstrates the ability to _____ in the XX work environment and provides consistent blah, blah, blah to superiors and subordinates," we created pointed, succinct actions and attitudes that great people, leaders and superstar performers live by.

The ideals listed don't mean we're blind to reality. Sometimes people are stuck in companies that won't let them do some of this or don't encourage the ideals. Those realities don't mean we should take the ideals off the map. The map is always our aim, even when we're stuck or lost. We deliver everything we can to put people in control, and supply the knowledge and skills to get there. A guiding question to ask if you find yourself being critical or discouraged is, "Do I want to be that kind of person or have the ability to do that?"

Based on Leadology® actions and attitudes, G5 Leadership speakers, experts and tools make the ideals manageable and doable. This document lists the big Bes and Dos, and the experts fill in the details with strategies, direction and know-how. At G5, this map is the center of our universe in guiding how we help you. We use this map to fill-in our event calendar, build our tool pipeline, and guide our user designs every day. If we're missing something, let us know.

Ei | Emotional Intelligence

1. Be honest emotionally, manage the negative.
2. Respect thoughts and feelings of other people.
3. Recognize people have strong psychological and emotional needs.
4. Express feelings clearly and directly.
5. Balance feelings with reason and logic.
6. Be cool.
7. Don't be uptight: forgive, move on, and don't hold grudges.

E | Ethics

1. Be principled.
2. Stand for right conduct and practice, even in the face of repercussions for doing so.
3. Build trust, integrity and moral power by your actions.

Ct | Character

1. Improve who you are at your core, and what you stand for.
2. Be authentic.
3. Care about the eulogy that will be delivered at your funeral.
4. Be a person of your word.
5. Care what happens to other people; get outside yourself.
6. Practice what you preach.

St | Strengths

1. Know your personality type, be aware of your motives and style
2. Adjust your style to fit other personalities.
3. Discover your greatest strengths and put them into play.
4. Know your limitations and don't feel guilty about it. No one's perfect.

Fl | Flow

1. Concentrate, and stay cool under pressure in clutch moments.
2. Get on top of your game, whatever that game is.
3. Be immersed in what you do.
4. Channel and focus energy to accomplish great tasks.

Pe | Performance

1. Do more than what's expected.
2. Be entrepreneurial.
3. Dig beneath the obvious.
4. Create opportunities or minimize potential problems by looking ahead.
5. Think outside your job and function.
6. Learn.

Bt | Business Thinking

1. Know the equations and operations of business.
2. Know how to make good decisions and solve the most pressing problems.
3. Think like a businessperson, not a job-holding robot.

Ac | Accountability

1. Take ownership of projects, even if you're not the project leader.
2. Makes no excuses.
3. Don't blame others when things go wrong.
4. Live up to expectations, especially yours.
5. Act like the company is yours.
6. Clarify and manage roles and responsibilities.

Pm | Performance Management

1. Create a culture where people own actions, attitudes and results.
2. Give feedback; be gracious with the positive and don't sugar-coat the negative.
3. Don't be threatened by those who are better than you.
4. Don't play favorites, reward on merit.
5. Hold performance reviews worth having, not just the annual, mandated corporate kind.

Ch | Change

1. Adapt to change quickly and easily (at least give it your best).
2. Make change stick.
3. Learn when change isn't easy.
4. Shift strategy or tactics when demands change.
5. Improve personal habits.

Mo | Motivation

1. Find and create purpose and meaning in work.
2. Know what drives people and build incentives to match the work they do.
3. Stay driven and help others along the way.

Eg | Engagement

1. Get people committed to an idea or cause.
2. Give people more responsibility, freedom, and strive for that yourself.
3. Equip people with a compelling reason to come to work.
4. Give people the opportunity to be better than they imagined they can be.

Ne | Negotiation

1. Care about what's at stake for both sides.
2. Be fair and firm.
3. Persuade others to work with and not against you.
4. Break deadlocks and impasses.
5. Build relationships along the way.
6. Don't win at all costs because the costs are high.

Ps | Persuasion

1. Be interesting.
2. Say insightful things.
3. Engage an audience.
4. Be creative and logical.
5. Tell stories and build presentations that interest and energize the audience.

Tm | Team Communication

1. Make sure everyone is heard, and no single person dominates discussions.
2. Keep information open, available and flowing.
3. Keep conversations focused and productive.
4. Encourage and manage debate.
5. Demand intellectual diversity.

Su | Speaking Up

1. Say what's on your mind, even when it isn't easy.
2. Be diplomatic.
3. Be courageous.

Li | Listening

1. Listen, especially when you don't want to or think you need to.
2. Pay close attention.
3. Block attitudes that prevent understanding opposing points of view.
4. Keep your mind open at all times.
5. Don't be prejudiced.

Ip | Interpersonal Communication

1. Structure conversations that are open, honest and productive.
2. Adapt communication style to people's personality.
3. Move beyond superficial topics and too-safe conversations to get to the heart of the matter.

Vi | Vision

1. Create an inspiring or worthwhile vision.
2. Think about the future and pay attention to the market, whatever and whoever your market is.
3. Know the blood, sweat, and tears that come with creating vision.
4. Don't mistake posters and slogans for vision. Rip down Successories posters. Burn them.

Dr | Direction

1. Decide where to go and how to get there.
2. Cut red tape, break down bureaucracy.
4. Get people on your side.
5. Share information. Don't hoard data or hide what you're doing.
6. Accelerate the pace.
7. Don't be afraid to put a bullet in what you're doing.

Sy | Strategy

1. Master the mechanics of what to do and where to go.
2. Distinguish the could's from the should's.
3. Know what's core to growth and what's not.
4. Know the difference between strong and mediocre strategy.
5. Think long-term and short-term.

Cl | Collaboration

1. Get everyone's talent in sync.
2. Respect what others say even when you disagree.
3. Push for solutions that make everyone better.
4. Keep people in the loop on information.
5. Share information and expertise.
6. Encourage debate and keep it from getting personal.
7. Get rid of personal agendas for the progress of the group.

Cr | Creativity

1. Think differently and elegantly about finding solutions.
2. Be an expert in the process.
3. Investigate before you brainstorm...do your homework.
4. Don't judge; let ideas breathe.
5. Demand diversity—every kind, but especially intellectual.

In | Innovation

1. Blend art and science to change your work.
2. Be constructively discontent.
3. Try something new; be bold, daring.
4. Change the game you're in.
5. Challenge the rules; break the dumb ones when you can.
6. Don't mistake doing something new or different for innovation.

Tw | Teamwork

1. Be on the same page.
2. Create a team of equals even though titles and responsibilities are different.
3. Forget whose idea wins, and let the best idea win.
4. Get distractions and bad people who don't want to change off the team.
5. Think we, then me.

Pj | Project Management

1. Secure the resources to do the right things, and do things right.
2. Be realistic with, and have clear justification for, timelines.
3. Stay on top of projects.
4. Know the ripple effect and event chain of what happens.
5. Analyze and learn from what happened.

Di | Discipline

1. Stay focused and committed to whatever matters to you.
2. Don't give up. Ever.
3. Okay, give up sometimes. But don't let the reason be that fatigue beat you. Give up, or in, with intelligence and purpose.
4. Sacrifice.
5. Keep the faith, be patient.
7. Work hard, and through pain.

Ti | Time

1. Stay on top of your day and priorities.
2. Find the best way to organize and plan your time.
3. Separate the urgent from the important.
4. Know how to manage fires without getting disrupted.
5. Define actionable items and concrete steps forward.
6. Don't delay. Don't procrastinate.

Ex | Execution

1. Get things done and have a bias for action.
2. Measure what gets done.
3. Make decisions.
4. Ship it. Don't wait for perfection.
5. Don't be afraid to make mistakes.
6. Fail to succeed.

Sm | Stress Management

1. Keep life and work less tense and under control.
2. Don't take things so seriously.
3. Laugh, especially at yourself.
4. Keep things in perspective.
5. Breathe.
6. Manage crisis one fire at a time. Fire comes. So do fire hoses.

En | Energy

1. Maximize the energy you bring to your hours in a day.
2. Optimize daily energy levels.
3. Know and respect energy cycles.
4. Plan work around intensity and recovery.
5. Take care of body and soul.

Me | Yourself

Anything you want to add?