

# HOW LEADERSHIP WORKS

Webinar



# TODAY'S PRESENTERS



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# CENTER FOR CREATIVE LEADERSHIP

**At our core we are world changers – inspiring individuals and organizations across the world to ignite remarkable transformations.**

01

## **We believe**

in the exponential potential of people to expand their mindsets, capacity, and capabilities.

02

## **We believe**

in expanding human potential by providing leaders at every level access to transformational learning experiences.

03

## **Our clients believe**

in us because they trust us to deliver on our promises and they see positive change in their leaders.

04

## **We believe**

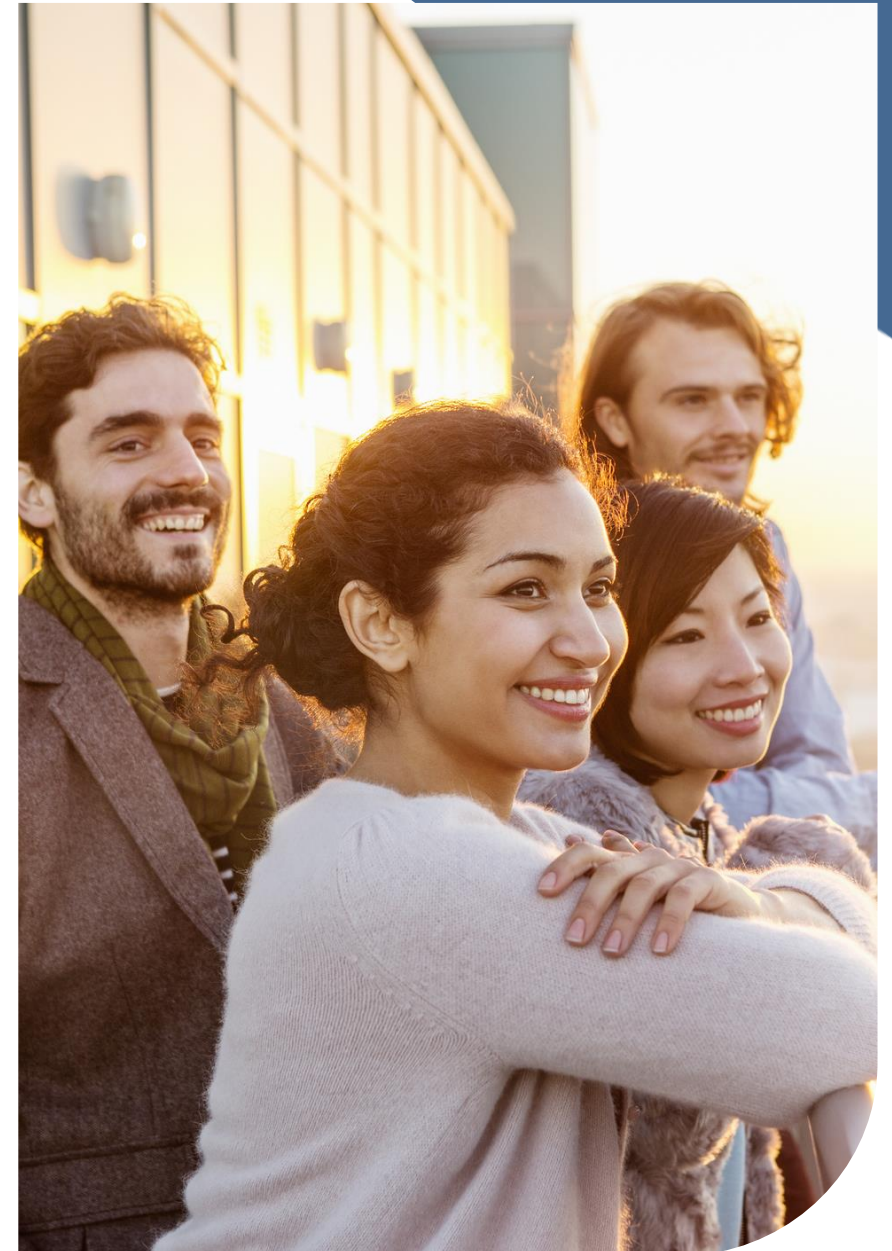
that when we help people become better leaders, they help others, causing a ripple effect of positive change.

# RESPOND IN THE ATTENDEE CHAT



What behaviors do **effective leaders** exhibit?

Leadership is a social process that enables people to work together as a cohesive group to produce collective results.



# LEADERSHIP OUTCOMES

## Leadership Happens When DAC Is Present

**Direction:** Agreement on the group's shared goal

**Alignment:** Coordinated work within the group

**Commitment:** Mutual responsibility of the group



Center for Creative Leadership 

# RESPOND IN POLL



Where is your team/organization  
the **strongest**?

1. Direction
2. Alignment
3. Commitment

# RESPOND IN POLL



Where does your team/organization  
have the **most opportunity**?

1. Direction
2. Alignment
3. Commitment



# ASSESS DAC ACROSS A TEAM OR ORGANIZATION

## FIRST STEP

### *Ask yourself:*

- Do the majority agree on what we should be accomplishing together?
- Are we prioritizing the success of the group/organization — not just individual success?
- Are people clear about HOW their tasks fit into the direction?

[ccl.org/dac](https://ccl.org/dac)

# ADDRESS FACTORS THAT CONTRIBUTE TO LOW LEVELS OF DAC

## Some examples:

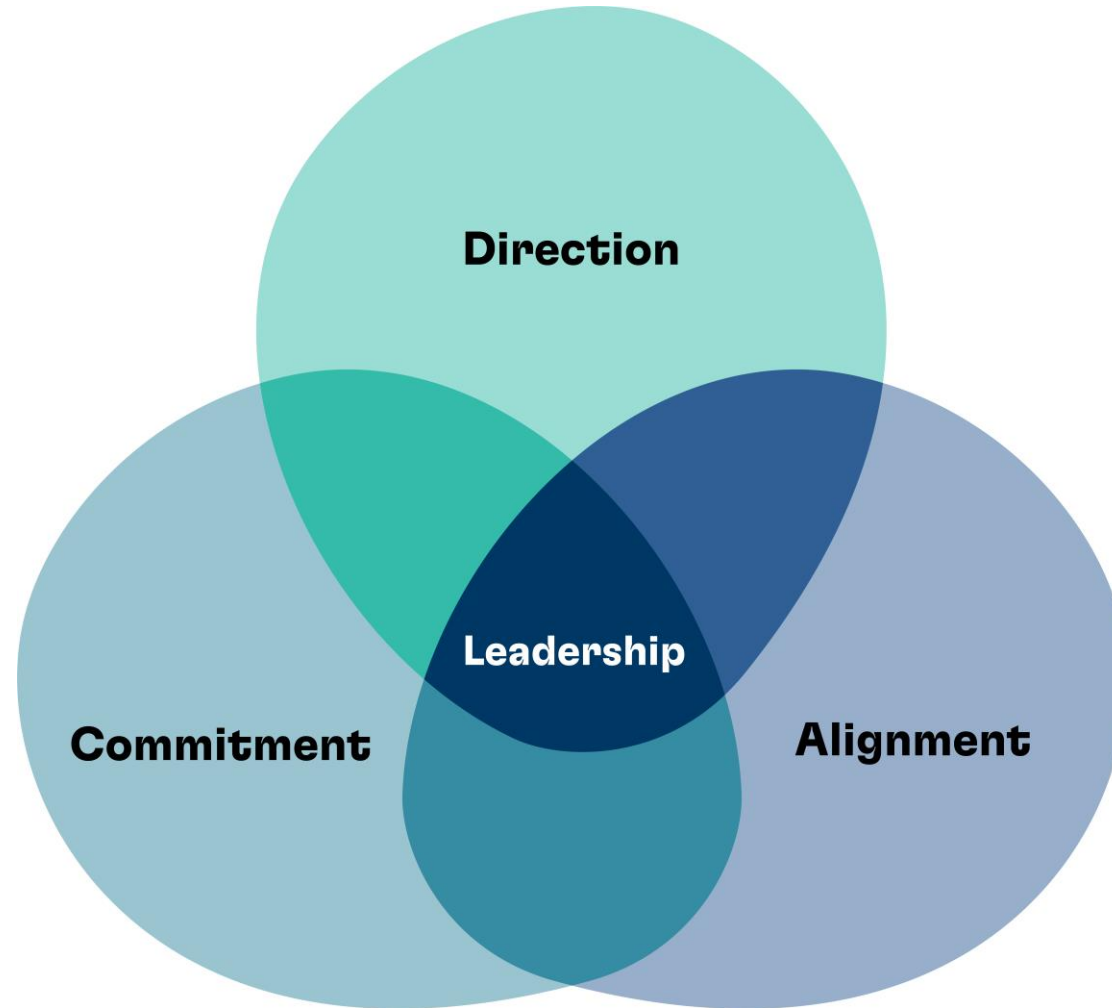
- 
- Duplication of efforts or gaps where work falls through the cracks
- 
- Direction hasn't been clarified or discussed
- 
- Individuals aren't given credit for their efforts
- 
- Team/organization is task oriented, without clearly delegating or connecting the work to the direction
-

# DAC IN ACTION

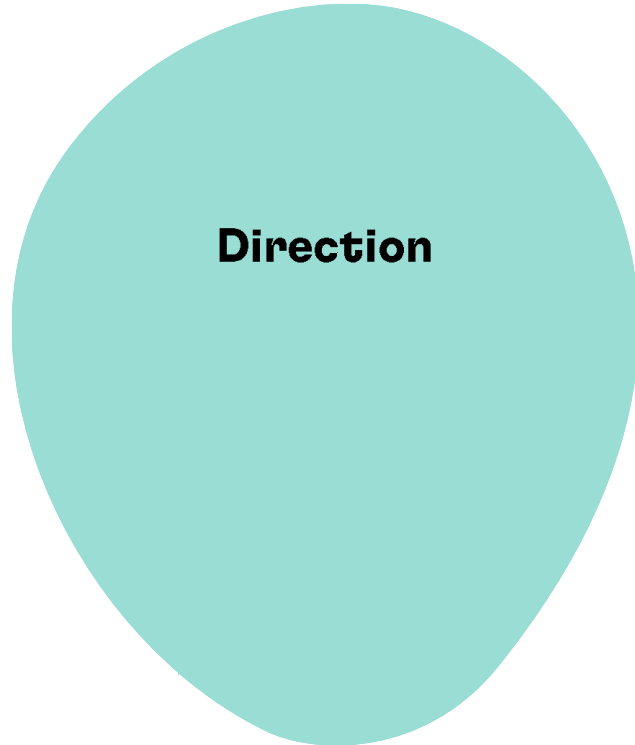
**How do you know  
when you have it?**

**How do you know  
when you don't?**

# STEPS FOR LEADERS THAT WILL INCREASE DAC

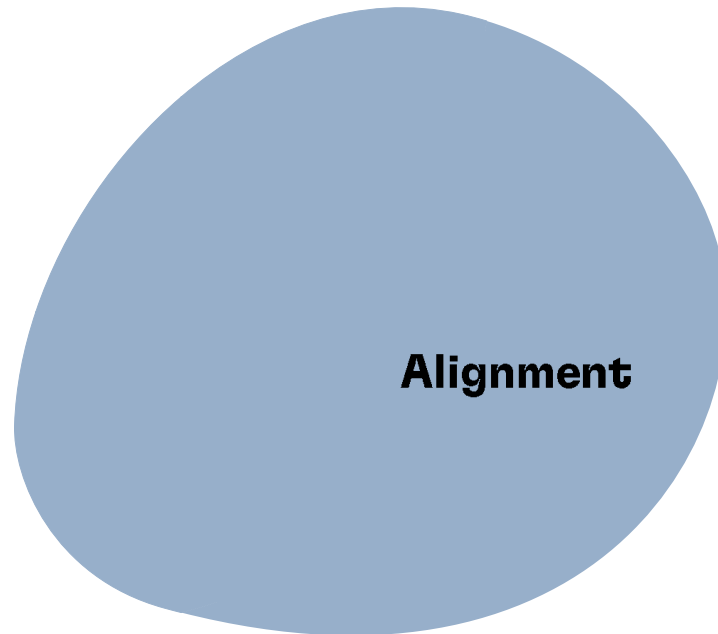


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- **Direction:** Take time to share, understand, discuss, and articulate the direction with the group.
- **Alignment:** Help group members understand how their work fits into the bigger picture and regularly communicate with each other.
- **Commitment:** Give group members as much autonomy as possible and give credit where credit is due.



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# Interested in learning more about DAC?

Join us for a FREE virtual event  
**Tuesday - Thursday**  
**Oct. 15 – 17, 2024**





Please submit your  
questions in the  
**Q&A** box.