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**Leading DEI Phase II – The Leadership Pivot – “Driving it Home”**

**Action Template**

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| **Leading DEI Phase II - 7 Critical Success Factors (CSFs)**  The readiness template is designed to support focusing leadership actions in Phase II. Where is our leverage now? On which critical success factors (CSFs) do we need to focus and act in to lead effectively in this phase?  These actions should “leap out” – they should be very evident upon reflection and conversation. The intent is to identify the highest impact actions, not identify as many as possible.  **Leadership Leverage Scale**  1 = Little or no leverage here  2 = Some leverage – put some attention and effort here, but don’t undermine 3 & 4  3 = Significant leverage – put some serious attention and effort here  4 = Great deal of leverage – make this a leadership priority  **Note.** This is a Word document, so it will naturally expand as needed – and it can be easily modified. And the three templates can be separated by cutting and pasting them if desired. |

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| **Critical Success Factors (CSFs)** | **Leadership Leverage in Phase II** | **Actions to Take** |
| **1.**  **Increase the Focus on Operations** |  | √  √  √  √  √ |
| **2.**  **Focus on Extending and Supporting the Leadership Web** |  | √  √  √  √  √ |
| **3.**  **Identify the High Leverage Points for Leadership Impact** |  | √  √  √  √  √ |
| **4.**  **Focus on the Tougher Goals** |  | √  √  √  √  √ |
| **5.**  **Focus on Organization or Community Design** |  | √  √  √  √  √ |
| **6.**  **Ensure that Leadership Roles and Core Strategies are Revised to Match Phase II Challenges** |  | √  √  √  √  √ |
| **7.**  **Focus on “Dynamic Accountability” - Track and Respond to Maintain Direction and Energy**  (celebrate, learn and calibrate actions – keep, stop, start doing) |  | √  √  √  √  √ |