Logo

Description automatically generated

|  |
| --- |
| **Dealing with the 3 Guardians of the Threshold**  **Keeping the C-Suite Central “In the Game”**  The pitfall is abdicating leadership – failing to engage - delegating too much leadership too soon – or disengaging. It is almost a guarantee of mediocrity for a DEI initiative.  Dealing with the three “guardians of the threshold” is the first real test for the C-Suite (and others) and it cannot be avoided without a major cost to leadership. The downloadable Pitfall PDF provides a lot of guidance about how to address the guardians directly and get past them in ways that are well within the capabilities of members of the C-Suite.  Modeling the way is a major source of leadership power and influence in the beginning and throughout the journey (both phases of leadership).  **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. |

|  |  |
| --- | --- |
| **The Strategies for Dealing with the 3 Guardians of the Threshold** | **Specific Actions** |
| **The Natural Sense of Indictment**  (Responsibility and power vs. guilt or shame) |  |
| **The Unknown and Potential Loss**  (Putting both in context – not fear driven and building faith in leadership) |  |
| **The Spector of Incompetence**  (Affirming the 90% already developed and rapidly developing the other 10% with “no fear” modeling) |  |

|  |
| --- |
| **Ensuring the Integration of DEI and Change Leadership Expertise**  This is very straightforward. These two essential domains of expertise have either been integrated to achieve synergy and success – or they haven’t. This is particularly important in Phase II where the change leadership expertise becomes “make-or-break.”  **Key**  1 = Not integrated at all  2 = Somewhat integrated – room for a lot of improvement/impact  3 = Pretty well integrated – still room for improvement  4 = Extremely well integrated with desired impact  **Note.** This is a Word document, so it will naturally expand as needed – and it can be easily modified. And the two templates can be separated by cutting and pasting them if desired. |

|  |  |  |
| --- | --- | --- |
| **Phase** | **Integration** | **Next Actions** |
| **Phase I** | **1 2 3 4** |  |
| **Phase II** | **1 2 3 4** |  |