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| **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. |

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| **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) |  |

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| **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 all2 = Somewhat integrated – room for a lot of improvement/impact3 = Pretty well integrated – still room for improvement4 = 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. |

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