

The 9 Box Model of Leadership

Managing	Leading	Engaging
<p>Plan</p> <ul style="list-style-type: none"> • Setting targets or goals • Establishing detailed steps for achieving targets • Allocating resources to accomplish plans 	<p>Vision</p> <ul style="list-style-type: none"> • Setting a direction—developing a vision for the future • Clarifying the purpose • Communicating the vision to all potential stakeholders 	<p>Values</p> <ul style="list-style-type: none"> • Articulating and living the values that are consistent with the vision and give meaning to work
<p>Organize</p> <ul style="list-style-type: none"> • Crating an organizational structure and set of jobs for accomplishing plan requirements • Assemble required team • Communicating a plan, delegating responsibility and devising systems to monitor implementation to those involved 	<p>Alignment</p> <ul style="list-style-type: none"> • Creates and empowers coalitions ensuring a significant group of people who are committed, believe in the vision, and understand its roots 	<p>Direction</p> <ul style="list-style-type: none"> • Providing clear, specific, and compelling goals that bring clarity to the vision • Establishing the boundaries for action
<p>Control</p> <ul style="list-style-type: none"> • Monitoring results and reports to ensure consistency with the goals • Identifying deviations from the plan and organizing to solve problems in a timely way 	<p>Motivation</p> <ul style="list-style-type: none"> • Appealing to the basic but often untapped human needs, values, and emotions • Stirring a sense of belonging and self-esteem in the fulfillment of the vision • Ensuring people see the payoff from achieving the vision 	<p>Involvement</p> <ul style="list-style-type: none"> • Ensuring people have an opportunity to put their own energy and initiative into bringing the vision to life