

Clarify & Connect

Successful Leadership in a Networked World

In our flattened, hyper-paced world, leadership is no longer about commanding staff and controlling work. Instead, leaders influence people who don't report to them, direct higher-ranking employees, and gain commitment from people with little interest in their vision. Successful leaders no longer *command and control*. Instead, they *clarify and connect*. Use this quick checklist to help assess how well you practice *clarify and connect* in your leadership practice.

Clarifying Practices

I do this often	I could do this more	
<input type="checkbox"/>	<input type="checkbox"/>	1. Reinforce the vision for the work
<input type="checkbox"/>	<input type="checkbox"/>	2. Communicate the purpose and goals of the work
<input type="checkbox"/>	<input type="checkbox"/>	3. Create and reinforce "rules of engagement" that specify how people interact
<input type="checkbox"/>	<input type="checkbox"/>	4. Help prioritize activities
<input type="checkbox"/>	<input type="checkbox"/>	5. Ask people to articulate what they need in order to do the work
<input type="checkbox"/>	<input type="checkbox"/>	6. Help people identify what's getting in the way of the work
<input type="checkbox"/>	<input type="checkbox"/>	7. Clarify individual and group roles and responsibilities
<input type="checkbox"/>	<input type="checkbox"/>	8. Help align actions among the various parts of the group
<input type="checkbox"/>	<input type="checkbox"/>	9. Clarify who makes decisions and how decisions are made
<input type="checkbox"/>	<input type="checkbox"/>	10. Create a unifying identity for the group

Connecting Practices

I do this often	I could do this more	
<input type="checkbox"/>	<input type="checkbox"/>	1. Share information and resources with others
<input type="checkbox"/>	<input type="checkbox"/>	2. Link people with those who can be helpful to them
<input type="checkbox"/>	<input type="checkbox"/>	3. Share information that comes from one part of the group with another part
<input type="checkbox"/>	<input type="checkbox"/>	4. Distribute tools and models created by some with others
<input type="checkbox"/>	<input type="checkbox"/>	5. Identify which team members would benefit from collaborating with each other
<input type="checkbox"/>	<input type="checkbox"/>	6. Encourage people to learn more about other groups
<input type="checkbox"/>	<input type="checkbox"/>	7. Form teams that include representatives who hold different perspectives
<input type="checkbox"/>	<input type="checkbox"/>	8. Engage hidden subject matter experts and informal leaders
<input type="checkbox"/>	<input type="checkbox"/>	9. Encourage others to take on leadership roles
<input type="checkbox"/>	<input type="checkbox"/>	10. Don't do others' work for them; encourage people to work together directly

