

Leadership is an influence-based relationship that seeks change and growth with shared purpose and values among all stakeholders. The synergic leadership model builds on this by **strengthening the interaction of all of the parts** of the organization. There are five stages to our Synergistic Leadership Model:



Stage 1: Unknown

Change is a constant in our organizations. The unknown is the need, want, and excitement for this change. Sometimes this unknown is forced. Even forced, it is an **opportunity for improvement and growth**.

Stage 2: Expectations

Unknowns lead to ideas, strategy, task, and more. The next step is to make our unknowns clear and set a strategic direction. Understanding the vision, strategy, and expectations of our needs, wants, and desires will ensure we **journey in the right direction**.

Stage 3 – Performance

It is time to perform. Making our expectations a reality takes an **operational approach with a little sprinkling of excitement and energy**. It is vital that we obtain and effectively manage the resources we need to meet our expectations. Our resources include everything from people who can help, the tools and materials to do the work, the financing, and an attitude of change.

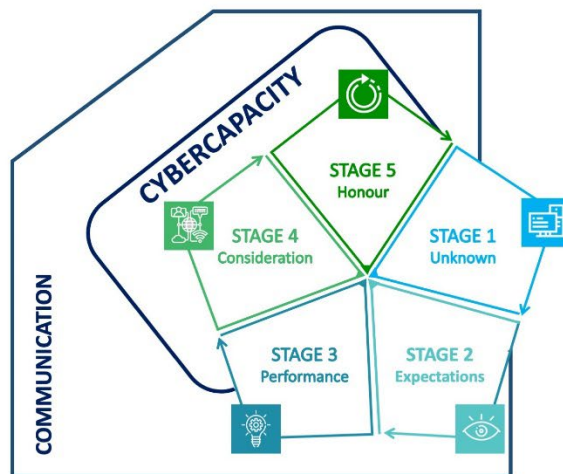
Stage 4 – Consideration

Once we are in full operating mode, it is vital to measure the progress toward our strategic goals and objectives. Many organizations call these measurements. The Strategic Leadership Model calls it, **“How are we doing?”** It is a question that focuses on data, but also the human element. It is vital to know the numbers and the stories behind those numbers.

Stage 5 – Honour

We must celebrate successes, even small wins. The work we do is hard and rewarding, and we **reward ourselves with a celebration**. It is also vital to **honor your losses**. Our losses are learning experiences. As hard as those losses can be, there is a lesson in the experience. Celebrate that experience too.

Finally, no leadership model can exist without communication and compassion. Both of these elements hug these five stages and ensure they are nurtured for growth.



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