



Legacy Leadership® is based upon 5 core competency platforms for successful leadership which we call **The 5 Best Practices**. Most major leadership models or approaches will find a fit within this balanced framework. We have included those practices of leadership that are essential for every leader, regardless of their industry or level within the organization.

These practice areas form the context of the Legacy Leadership® Model. For each Best Practice there are 10 Critical Success Skills which detail the basic skills, competencies, behaviors and attitudes within this model. These are summarized briefly in the table below.

The 5 Best Practices

Holder of Vision and Values™	Creator of Collaboration and Innovation™	Influencer of Inspiration and Leadership™	Advocator of Differences and Community™	Calibrator of Responsibility and Accountability™
<p>ATTITUDE, BEHAVIOR or COMPETENCY</p> <ol style="list-style-type: none"> 1. Reinforce vision and values 2. Model principles 3. Integrate vision 4. Have strategic plan 5. Team alignment 6. Established measureables 7. Integrate values 8. Personal values 9. Desire to develop others 10. Communicate, sustain processes 	<p>ATTITUDE, BEHAVIOR or COMPETENCY</p> <ol style="list-style-type: none"> 1. Create innovative possibilities 2. Trusting environment 3. Masterful listener 4. Comfortable learning from others 5. Opportunities in disagreement 6. Timely questioning 7. Innovate now for future 8. Organizational and marketplace projection 9. Discern need (or not) for change 10. Facilitate best group thinking 	<p>ATTITUDE, BEHAVIOR or COMPETENCY</p> <ol style="list-style-type: none"> 1. Develop relationships 2. Emotional intelligence and positive energy to influence others 3. Model positive perspective 4. Evoke best in others 5. Acknowledge contributions 6. Delegate for development 7. Showcase others 8. Inspiring risk taker 9. Minimize negative impact of decisions 10. Achieve through others with humility, resolve 	<p>ATTITUDE, BEHAVIOR or COMPETENCY</p> <ol style="list-style-type: none"> 1. Ready advocate 2. Mentor for visibility 3. Strengths-based culture 4. Connoisseur of talent 5. Team diversity 6. Cross-functional opportunities 7. Inter-departmental collaboration 8. Greater community thinking 9. Internal-External communication 10. United inclusive environment 	<p>ATTITUDE, BEHAVIOR or COMPETENCY</p> <ol style="list-style-type: none"> 1. Strategic plan with checks + balances 2. Know milestone status 3. Team clear about responsibilities 4. Require peak performance/ support with resources 5. Feedback and appropriate action 6. Personal, organizational accountabilities 7. Action plan with provision for adjustments 8. Urgency in achievement, change 9. Alert to trends, recalibrate 10. Team commitment, appropriate consequences

Definitions

The 5 Best Practices



DEFINITIONS			EXPLANATION
<i>Holder of Vision and Values™</i>			1
HOLDER	VISION	VALUES	This Best Practice is about direction and commitment. The term "holder" indicates that the leader lives the vision and values while measuring every action against both. The leader then provides consistent focus and direction. The critical success skills include: integration of vision/values into all responsibilities, having a well-defined strategic plan, team translation of vision and values, establishing milestones and benchmarks, modeling the practice, developing the potential of others to pull out the best in them, and effectively communicating and sustaining organizational vision/values.
One who "keeps" in hand those things that are important, by embracing and encouraging their remembrance.	A clear view and understanding of realizable goals, plans and intentions.	Those things considered right, worthwhile and desirable—the basis of guiding principles and standards.	
<i>Creator of Collaboration and Innovation™</i>			2
CREATOR	COLLABORATION	INNOVATION	This Best Practice is about creating a positive environment for working relationships. The term "creator" indicates the leader's ability to create a learning trusting environment where collaboration and innovation can occur. The critical success skills include abilities to: unleash innovation, listen masterfully, learn from others, be aware of the bigger picture, discern when change needs to occur, and being a masterful facilitator.
One who causes something to "come into being" through original or inventive means.	The process of working together to achieve common goals instead of personal agenda.	The introduction of something new and different to the process of achieving goals	
<i>Influencer of Inspiration and Leadership™</i>			3
INFLUENCER	INSPIRATION	LEADERSHIP	This Best Practice is about making connections with individuals—the heart of relationships as well as leadership. "Influencer" indicates the leader's ability to influence and inspire for positive relationships. The critical success skills include abilities to: influence positively, demonstrate high levels of emotional intelligence, bring out the best in people by developing them fully, focus on others rather than self, make tough decisions with minimal people impact, and be humble while holding resolve to accomplish stated goals.
One who brings about a desired effect in others, by direct or indirect means.	The process of animating, motivating or encouraging others to reach new levels of achievement.	The process of guiding and directing others to shared success.	
<i>Advocator of Differences and Community™</i>			4
ADVOCATOR	DIFFERENCES	COMMUNITY	This Best Practice is about distinguishing individual strengths and inclusion of differing perspectives. The term "advocator" indicates the leader's ability to support and stand for strengths-based talent. The critical success skills include abilities to: be an advocator of individuals, be a connoisseur of talent, insist on teams with diverse perspectives and abilities, stand for cross-functional development and collaboration, recognize community impact, and promote an inclusive environment united toward a common focus.
One who stands in support of a cause, a practice or a person on its or their behalf.	Those qualities that distinguish people or things from other people or things.	A group of people with shared interest working together to achieve shared success.	
<i>Calibrator of Responsibility and Accountability™</i>			5
CALIBRATOR	RESPONSIBILITY	ACCOUNTABILITY	This Best Practice is about execution and performance measured against vision and values. The term "calibrator" indicates constant vigilance, with possible adjustments, of progress toward accomplishing responsibilities and accountabilities. The critical success skills include abilities to: execute successfully, maintain a "finger on the pulse" for status measurement, require peak performance, provide feedback and coaching, have clearly defined action plans, model a sense of urgency in getting things done and respond to change, be alert to trends, and gain commitment to follow-through.
One who "sets the mark" for the quantitative measurement of success/acceptance.	The ability to respond correctly to—and meet—stated expectations.	The obligation to justify conduct, conditions or circumstances.	