

THE PRINCIPLED LEADER

PRINCIPLED RELATIONSHIPS FOR BETTER BUSINESS

Three Principles Exercise

Three principles govern your success as an ethical leader who gets things done:

- Treat everyone with integrity
- Align activities to deliver what matters most
- Engage stakeholders to commit their time, talent and trust

Exercise:

Divide your activities each month or week into three groups:

1. Treating people with integrity: All the things you do specifically to communicate the core purpose of yourself and your organization, set your values and demonstrate your principles in action. This is the way you shape **Why** things are done by you and your organization.
2. Alignment: All the things you do to set and support business goals that focus on **what matters most**; your activities to drive results, and actions you take to cascade accountabilities to all levels. This is the way you shape **What** is done in your organization.
3. Engagement: All the things you do to **encourage** people to **commit** their time, talent and trust; the things you do to provide recognition, build morale and encourage effort. This is the way you shape **How** things are done in your organization.

Review:

What can you learn from how you spend your time? Given your **Strategic** level, what things are you doing that don't contribute to the three principles? What things do you need to do more of and less of?

For Advanced Discussion:

Compare how you spent last week/month/year with how you plan to spend next week/month/year. What are the differences? When are you most successful? What are the barriers that prevent your time being spent the way you plan?

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A psychologist with an international practice as a consultant and professional speaker, David studied at the Royal Military College of Australia, (MUR), University of Melbourne, and Northwestern University, (Kellogg Business School). David has degrees in economics and psychology, graduated his master's program with honors, and qualified as a psychologist in Australia. David is the President of FGRAssociates, LLC and Assistant Professor of Organizational Leadership at Saint Mary's University.

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