

# Know your leadership **HOW**



**JULIE WILLIAMSON, Ph.D.**  
Partner and Chief Growth Enabler

Julie is a growth-minded leader who believes executives set the standard for others through the example they provide. She is a strategist, technologist, and a social scientist who puts her energy toward working with leaders around the world as they tackle some of the biggest challenges in their industries and organizations. In today's increasingly complex and interconnected world, Julie knows the power of aligned leaders to deliver on strategy and create value. That's why she focuses her time and energy on helping senior leaders come together to deliver the work that matters most.

## Defining your team's **HOW**

*The most inspirational WHY  
and the most ambitious WHAT  
will fail without an aligned HOW.*



- › **Say what is unsaid**  
Create the space for having quality conversations, no more side conversations, say things in the room  
Deal with tensions with intention
- › **Make the invisible visible**  
Identify what gets in the way (blockers, tradeoffs)  
Be specific about the tradeoffs your strategy requires of you
- › **Co-create to build shared meaning**  
The time you spend building solutions together will help codify how you work together
- › **Get to the right stuff**  
Define what 'better' looks like,  
Particularly around mindsets and group dynamics

**Let's talk about getting your leadership team aligned to HOW to deliver together.** Say hello@karrikinsgroup.com to set up a **free 30-minute conversation.**

WHITE PAPER

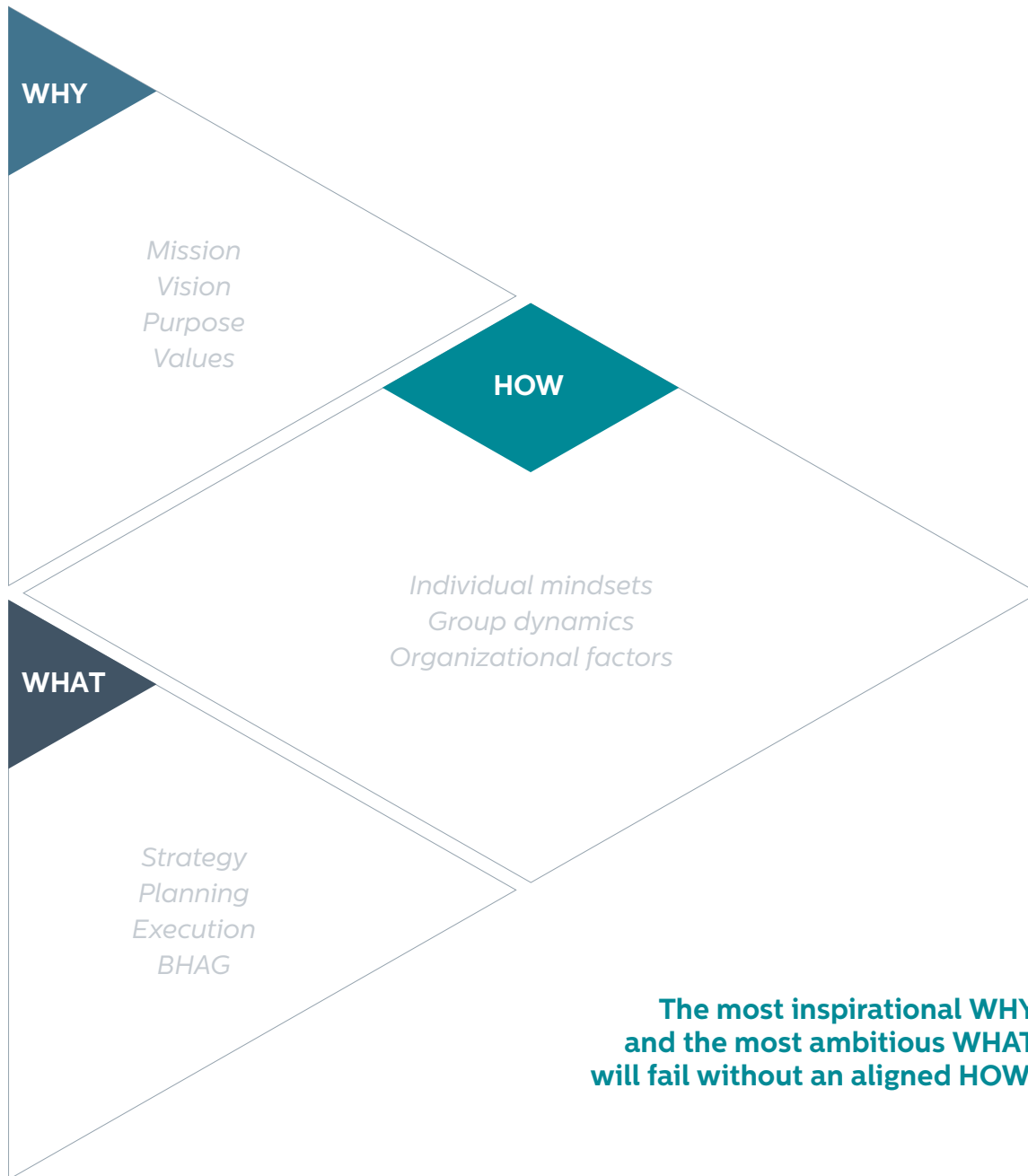
*The HOW of Leadership*



INTERACTIVE CANVAS

*Diamond Triangle™ canvas*





The Karrikins Diamond Triangle™ summarizes the leadership requirements for sustained growth and transformation.



Rapid-fire disruption at a speed and level of complexity not seen before means that companies must have leaders who know how to lead together towards common goals while navigating an ever-changing set of market conditions. In today's environment, we've observed that:

- Aligned leadership teams generate more growth than individual leaders can on their own.
- Alignment solely to a WHY or WHAT results in suboptimal performance.
- Lacking a clearly defined HOW to lead together destroys business value and blinds leadership teams to risk and opportunities.
- Enduring value creation comes from aligned leaders working to move an organization forward.

### The missing link

It is rare for leadership teams to be as clear on HOW to work together as they are on WHAT they need to do and WHY they do it. We are obsessed with closing that gap and unlocking the full value-creating potential of the organizations with which we partner.

Consider your organization's **WHY** and **WHAT**.

For your **WHY**, many companies have public facing mission, vision, and / or purpose statements, together with values.



For the **WHAT**, think about corporate strategy, or the guiding strategy for your function, business area, or geography.



Consider **HOW** your leadership team works together. How do the mindsets and group dynamics that members have influence decision making? How effective are your meetings at creating productive outcomes? What would better look like for how you work together?

