



Synergistic Breakthrough Leadership

Executive Summary

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Why a New Form of Leadership?

Something is terribly wrong with our leaders today. We see and sense it everywhere – in business, in government, and in community organizations.

People are angry, polarized, conflictive, and seemingly unable to resolve differences.

Surveys show a rapid decline in trust in both our leaders and the institutions they run.

If we stay on this path, the outcomes will be foreboding. We need a new breed of leaders who can turn:

Tragedy Into Triumph, Adversity Into Advantage, Anxiety Into Action, Chaos into Clarity, Breakdowns into Breakthroughs, Fear Into Fortitude, Pain into Possibility, Calamity Into Courage, and Vision Into Value.

Based on the wisdom of hundreds of years of collective experience of enabling diverse people and organizations to work together productively, hundreds of case studies of successful strategic collaborations, and a deep understanding of human behavior, we have evolved a new, decidedly better framework for leadership that works – we know because it's been tested in the crucible of action in the real world. We have "Cracked the Synergy Code" to bring it to life.

What is Synergistic Breakthrough Leadership?

- A dynamic, value-creation framework that harnesses the power of diverse wisdom, trust, and collaborative innovation
- Produces high performance results, continuous learning, and holistic well-being
- Generates transformative breakthroughs and rapid adaptation in the face of complex challenges



Key Principles of Synergistic Breakthrough Leadership

- Envision the “design architecture” that will produce Regenerative Synergies Focus on shared value creation rather than zero-sum competition
- Cultivate trust and psychological safety as the foundation for risk-taking and innovation
- Embrace diversity and inclusivity as a source of collective intelligence innovation, and adaptability
- Foster a learning orientation and a willingness to experiment and iterate
- Balance short-term performance with long-term sustainability and regeneration

Benefits of Synergistic Breakthrough Leadership

- Accelerates innovation and value creation through collaborative problem-solving
- Enhances organizational agility and resilience in the face of disruption and uncertainty
- Improves employee engagement, retention, and well-being through a culture of trust and purpose
- Strengthens stakeholder relationships and brand reputation through a commitment to shared success
- Drives long-term, sustainable growth and impact by balancing people, planet, and profit
- Typically creates more than 25% more competitive advantage



Mindsets of Synergistic Breakthrough Leaders

- **Collaborative Orientation:** Belief in the value of collaboration and shared success
- **Systems Thinking:** Understanding of complex interdependencies and ripple effects
- **Adaptive Resilience:** Mental flexibility and emotional fortitude to thrive amid change
- **Empathetic Curiosity:** Genuine interest in understanding and appreciating others' perspectives
- **Entrepreneurial Spirit:** Drive to proactively pursue new opportunities for value creation

Skillsets of Synergistic Breakthrough Leaders

- **Strategic Acumen:** Ability to develop and execute strategies that align with business objectives
- **Relationship Management:** Interpersonal skills to build trust-based partnerships

SYNERGISTIC BREAKTHROUGH LEADERSHIP

- **Project Management:** Technical skills to effectively plan, execute, and monitor initiatives
- **Negotiation & Conflict Resolution:** Ability to navigate tensions and find win-win solutions
- **Facilitation and Collaboration:** Skills to design and lead inclusive, co-creative processes

Synergistic Breakthrough Leadership in Action

- Advantages in business show up quickly (sometimes nearly invisible but tangible):
 - Increases in Innovation, Speed, Productivity
 - Stronger Customer Solutions & Retention
 - More Successful Partnering & Teamwork
 - Lower Turnover, Better Decision Making
 - Better Cross -- Functional Integration & Trust
 - More Creativity & Less Conflict, Aligned Focus
 - Reduction of Non -- Value Added Work
 - On Time/On Budget Project Delivery



-- which all translate into Greater Productivity & Profitability
(Note: just a small percentage in each of these categories quickly adds up to a massive advantage)

Implementing Synergistic Breakthrough Leadership in Your Organization

- Assess current levels of trust, collaboration, and resilience in your team or organization
- Identify key opportunities and barriers to adopting Synergistic Breakthrough Leadership practices
- Engage in Transformational Action-Learning Workshops for teams to implement new ideas while they learn to implement successful new methods together
- Develop a phased approach to building collaborative capabilities and culture
- Measure and celebrate progress and successes along the way

Call to Action & Next Steps

- Reflect on how Synergistic Breakthrough Leadership can help your team or organization thrive
- Commit to one action you will take to embody Synergistic Breakthrough Leadership principles



- Explore further resources and support for your Synergistic Breakthrough Leadership journey
- Connect with a community of practice to share learnings and best practices

