



**International
Collaborative Leadership
Institute**
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Elevating the Dignity of the Human Spirit



Top Leadership Challenges addressed by Synergistic-Breakthrough Leadership

Synergistic Breakthrough Leadership (SBL) equips visionary leaders with the *design architecture, mindsets, and skillsets* to engage in action that produces concrete results and creates real value:

1. **Unifying Diverse Perspectives:** SBL empowers leaders to bridge ideological divides, fostering understanding and collaboration across diverse perspectives to unite people around shared goals and create inclusive, high-performing teams.
2. **Embracing Complexity as Opportunity:** SBL equips leaders with the adaptability, systems thinking, and resilience needed to navigate the complex, rapidly-changing landscape of modern challenges, turning uncertainty into opportunities for growth and innovation.
3. **Achieving Sustainable Success:** SBL enables leaders to balance short-term needs with long-term priorities, making decisions that drive both immediate results and sustainable, positive outcomes for their organizations and communities.
4. **Unleashing Innovation and Agility:** SBL empowers leaders to cultivate cultures of creativity, experimentation, and continuous learning, enabling their organizations to stay ahead of the curve and thrive in the face of change.
5. **Building Trust through Integrity:** SBL emphasizes the importance of transparency, accountability, and ethical decision-making, helping leaders earn the trust and commitment of their teams and stakeholders.
6. **Cultivating Resilience and Adaptability:** SBL provides leaders with the mindset and tools to embrace challenges, learn from setbacks, and adapt to changing circumstances, fostering resilience in themselves and their teams.
7. **Harnessing Diversity as a Strength:** SBL guides leaders in creating inclusive environments where people from all backgrounds feel valued, heard, and empowered to contribute their unique strengths, harnessing the power of diversity for innovation and success.
8. **Leading with Values and Purpose:** SBL provides a framework for principled decision-making and moral reasoning, enabling leaders to navigate complex ethical dilemmas with integrity and lead with a clear sense of purpose.
9. **Inspiring through Trustworthy Communication:** SBL helps leaders hone their communication skills, enabling them to inspire, influence, and connect with others in a genuine and impactful way, building strong relationships and alignment around shared goals.
10. **Driving Positive Transformation:** SBL equips leaders with the vision, courage, and collaborative skills needed to tackle systemic challenges, drive meaningful change, and create a more just, sustainable, and thriving world for all.

By mastering these ten key areas, visionary leaders can leverage the SBL framework to unlock their full potential, inspire their teams and communities, and create lasting, positive impact in an increasingly complex world.

Difficulties Facing Leaders Today

- Corporate/organizational cultures based on rivalry, greed, discord, fear, manipulation, oppression, lack of expression, lack of creativity, and exploitative values
- Lack of an effective means to instantly identify, diagnose, and offer practical ways to course correct and to remedy the situation
- No proven negotiation (i.e. navigation) system to assess and evaluate every important decision and action in order to support continuous enhanced performance in leadership (kaizen of leadership)
- Narrow tunnel vision engendered by extractive capitalist values
- Failure to see the Big Picture
- Lack of wisdom or even a system to make wise decisions
- No method or system or culture to engender the creative vitality of an organization
- Poor or incomplete risk assessment
- Inability to deal with uncertainty
- Poor judgement of people, investments in key employees
- Poor preparation and management skills for crisis
- Primitive values based on extractive capitalism (profit maximation and cost control) without considering long-term consequences
- General absence of a market building process for evolutionary values
- Absence of evolutionary organizational values
- Old tired ways of thinking; lacking breakthrough (intertidal thinking)
- Absence of tools to engender and accelerate breakthrough thinking
- Absence of a culture that nurtures evolutionary values where people come first
- Disregard no priority given to creating shared community value, in fact command and control is the very opposite value: how to exploit communities and the public
- Discordant alliances and other forms of collaboration based on mistrust
- Unimaginative hence cultures that do not foster innovation
- No metrics for all levels to assess adaptability—personal, cohort, organization, alliance, community, region
- Failure to understand the importance of character and human behavior
- No metrics to assess qualitative values of wisdom (from all traditions across time in history and literature), compassion, integrity, creativity, balance, foresight, adaptability, courage, gratitude, and most important the power of unconditional love, expressed in paying forward.

These leadership challenges are serious and often daunting. Senior Leaders who are flummoxed by them experience deep anxieties as their organizations fail to achieve the potential needed to win in our highly competitive marketplaces.

Our approach is to reframe these points into a positive framework that highlights how Synergistic Breakthrough Leadership (SBL) can address these issues and propel visionary leaders onward and upward:



Fundamentals of Synergistic Breakthrough Leaders

1. **Cultivating Synergistic and Innovative Cultures:** SBL fosters corporate and organizational cultures based on collaboration, generosity, unity, trust, empowerment, and creativity, promoting an environment that values expression, innovation, and ethical values.
2. **Rapid Diagnosis and Course Correction:** SBL provides an effective means to identify, diagnose, and offer practical ways to course correct and remedy situations, enabling leaders to adapt quickly and make informed decisions.
3. **Proven Negotiation and Navigation System:** SBL offers a proven negotiation (i.e., navigation) system to assess and evaluate every important decision and action, supporting continuous enhanced performance in leadership (kaizen of leadership).
4. **Expanding Vision Beyond Extractive Capitalism:** SBL encourages leaders to look beyond narrow tunnel vision engendered by extractive capitalist values, promoting a holistic approach that considers the well-being of all stakeholders, while increasing competitive advantage to ensure sustainable long-term profitability.
5. **Seeing the Big Picture:** SBL equips leaders with the tools and perspective to see the Big Picture, enabling them to make decisions that align with long-term goals and values.
6. **Cultivating Wisdom and Wise Decision-Making:** SBL provides a method and system to cultivate wisdom and make wise decisions, drawing upon insights from various traditions and disciplines.
7. **Nurturing Creative Vitality:** SBL offers a framework to engender and nurture the creative vitality of an organization, fostering innovation and adaptability.
8. **Enhancing Risk Assessment and Managing Uncertainty:** SBL equips leaders with the skills to conduct thorough risk assessments and effectively manage uncertainty, enabling them to navigate complex challenges with confidence.
9. **Investing in People and Relationships:** SBL emphasizes the importance of good judgment in selecting and investing in key employees, fostering a culture that prioritizes people and relationships.
10. **Preparing for and Managing Crises:** SBL provides leaders with the preparation and management skills necessary to effectively handle crises, building resilience and adaptability within their organizations.
11. **Promoting Evolutionary Values and Market Building:** SBL encourages the adoption of evolutionary organizational values and fosters a market-building process that prioritizes these values, moving beyond the limitations of extractive capitalism.
12. **Embracing Breakthrough Thinking and Innovation:** SBL provides tools to engender and accelerate breakthrough thinking (intertidal thinking), fostering a culture that nurtures evolutionary values and places people first.
13. **Creating Shared Community Value:** SBL prioritizes creating shared community value, moving away from command and control structures and towards a more collaborative and inclusive approach.
14. **Building Trust-Based Alliances and Collaborations:** SBL guides leaders in building harmonious alliances and collaborations based on trust, fostering innovation and mutual success.

15. **Developing Metrics for Adaptability and Qualitative Values:** SBL offers metrics to assess adaptability at all levels (personal, cohort, organization, alliance, community, region) and emphasizes the importance of qualitative values such as wisdom, compassion, integrity, creativity, balance, foresight, courage, gratitude, and unconditional love.
16. **Understanding Character and Human Behavior:** SBL recognizes the significance of character and human behavior in leadership, providing insights and tools to foster positive relationships and personal growth.

By addressing these challenges through the lens of Synergistic-Breakthrough Leadership, visionary leaders can create organizations that thrive in the face of change, prioritize people and relationships, and contribute to a more harmonious and sustainable world.



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