

May 5, 2009

You at the HELM

Clarify Your Thinking About Leadership, by Tom Stevens

The **Five Dimensions of Leadership** is a simple and powerful model. The dimensions are Head, Expert, Lead, and Manage (HELM), which each connect to Character — what you bring to leadership.

Looking at the Five Dimensions of Leadership

Head: The ‘head’ is a role that is recognized as having a formal position of accountability, power or control relative to others. The driving objective of the ‘head’ dimension is authority — perceived responsibility and accountability.

Expert: The ‘expert’ role is recognized as having specialized experience, skill or knowledge — often in the form of credentials, education or licensure — to be used for the benefit of another person or entity. The driving objective of the ‘expert’ dimension is credibility — adherence to parameters set by a profession, evidence-based practices or other standards.

Lead: Leading is the act of gaining willing followers for a course of action when the path forward is unclear or undetermined. The driving objective of leading is change — movement from one state or condition to another.

Manage: Managing is the act of aligning resources within established processes to achieve predetermined objectives. The core objective of managing is stability—achievement of goals efficiently, effectively and predictably.

The Character Dimension: ‘Character’ is what you as an individual bring to leadership. It includes the unique qualities, experiences, values, perceptions, thinking, feeling, behaviors and desires that you bring to an endeavor as a human being. It is your character that gives authenticity to the roles you fill and to the acts of leadership and management that you take.

“A leader takes people where they want to go. A great leader takes people where they don’t necessarily want to go but ought to be.”

– Rosalyn Carter, wife of former President Jimmy Carter

What would we be surprised to know about you?



“In 1978, I was ranked 2nd in the Scholastic Surfing Association of the East Coast.”

— Christopher Breedlove, IND



VP panel responds

James Valle poses a question



Mike DeMonte and Hank Krakowski

Photos by Steve Wells