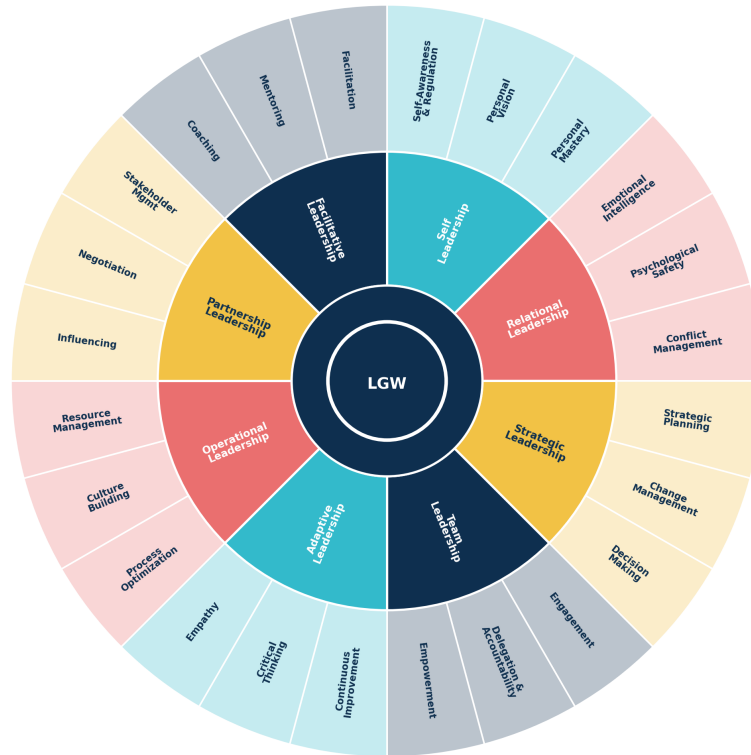


The Leadership Growth Wheel

A 360° reference — 8 domains, 24 skills. Because leadership isn't linear.



Self-awareness at the core, expanding outward through relationships, strategy, teams, adaptability, operations, partnerships, and facilitation.

SELF LEADERSHIP

Self-Awareness & Regulation — know your triggers and choose your response, not just react.

Personal Vision — clarify your purpose and align daily actions to long-term goals.

Personal Mastery — treat every success or failure as a chance to grow.

RELATIONAL LEADERSHIP

Emotional Intelligence — read the room and respond well to others' emotional states.

Psychological Safety — make it safe to speak up, take risks, and admit problems early.

Conflict Management — address disagreement constructively; turn tension into progress.

STRATEGIC LEADERSHIP

Strategic Planning — set clear direction, connecting daily work to the bigger vision.

Change Management — lead people through uncertainty and enable transformation.

Decision-Making — make timely, informed calls amid complexity.

TEAM LEADERSHIP

Engagement — connect people to purpose and involve them in real decisions.

Delegation & Accountability — match work to strengths while holding high standards.

Empowerment — encourage initiative and support autonomy to unlock potential.

ADAPTIVE LEADERSHIP

Continuous Improvement — embrace feedback; treat setbacks as data, not judgment.

Critical Thinking — question assumptions and reason from evidence.

Empathy — understand how change lands differently and support accordingly.

OPERATIONAL LEADERSHIP

Process Optimization — improve systems and workflows without burning out the team.

Culture Building — actively shape trust, collaboration, and inclusivity.

Resource Management — allocate time, people, and budget for maximum impact.

PARTNERSHIP LEADERSHIP

Influencing — inspire action without relying on authority.

Negotiation — reach win-win outcomes while preserving relationships.

Stakeholder Management — navigate competing interests to build trust and alignment.

FACILITATIVE LEADERSHIP

Coaching — ask powerful questions that help people find their own answers.

Mentoring — share experience to support others' development.

Facilitation — lead group processes toward clear, collaborative outcomes.

MANIFESTO FOR ENTERPRISE AGILITY

Quick reference — 4 values & 9 principles · PMI Agile Alliance, 2026 · Team KatAnu

The 4 values

Each value names what to favor in a trade-off — the first half outweighs the second.

1 Clear purpose realized through adaptive plans

Guiding with purpose and adjusting along the way outweighs over-planning and the illusion of control.

2 Shared enterprise outcomes over functional optimization

Long-term goals and cross-enterprise collaboration outweigh short-term, departmental KPIs.

3 Continuous reinvention over preservation

Boldly challenging operating models and innovation outweighs inertia and the status quo.

4 Human-centricity amidst change

Learning, resilience, autonomy, empathy and trust outweigh leading change by process only.

The 9 principles

LEADERSHIP BEHAVIOR

1 Create clarity of purpose and align on enterprise outcomes — Shared understanding lets teams adapt plans with confidence as conditions change.

2 Govern with clear guardrails, not gatekeepers — Principles and boundaries enable faster decisions than permission-based control.

3 Move authority and decision-making to where value is created — Speed and effectiveness rise when authority sits closest to customers, data, and the work.

ORGANIZATION DESIGN

4 Expand agility across partners and ecosystems — Agility extends beyond organizational boundaries in an interdependent value ecosystem.

5 Embrace technology and distributed talent — Technology, data, AI, and distributed talent are core to how value is created and decisions made.

6 Design for adaptability, not just efficiency — Adaptable models respond to change without breaking; over-indexing on efficiency creates fragility.

EXECUTION

7 Fund purpose and intent, not execution activity — Investment aligned to strategic intent and outcomes enables learning as priorities evolve.

8 Deliver value frequently and make work visible — Shifts progress from plan adherence to outcomes realized, enabling transparency and trust.

9 Sense early, learn quickly, act with confidence — Real-time sensing and rapid learning turn foresight into advantage.