

Safe-ariTM

... Leadership Lessons



In 1997,

Janine Benyus introduced us to “biomimicry;”
looking to nature to solve engineering
problems.

Sociobiology is the study of animal’s behavior.

“Sociobiomimicry,”

Learn leadership from the animals...



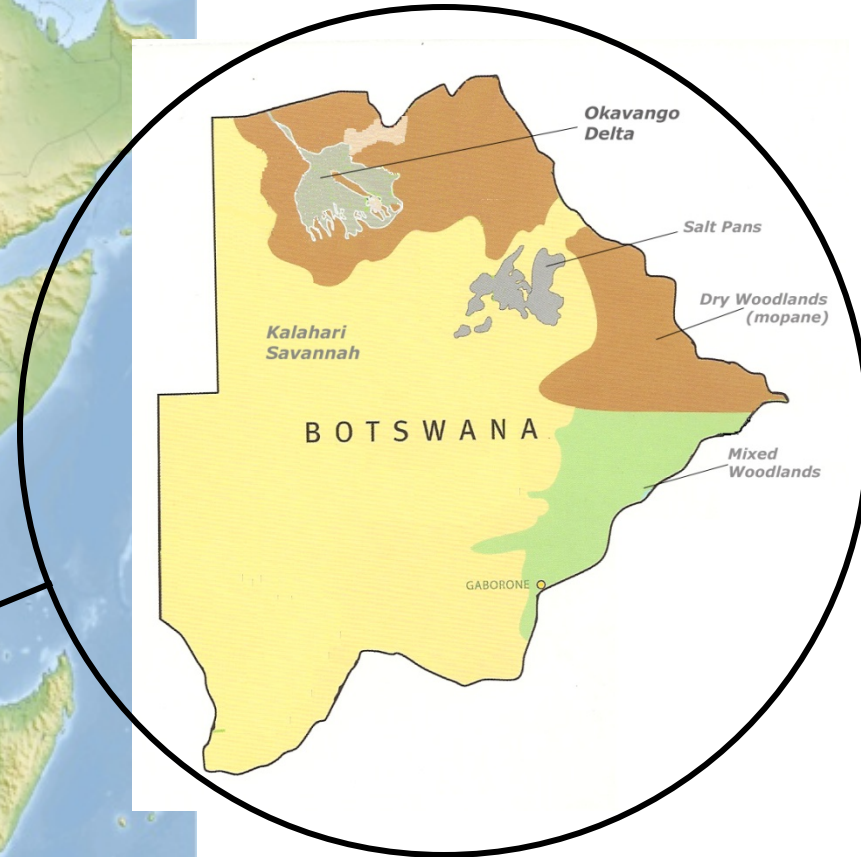
Our Objective



Find our voice



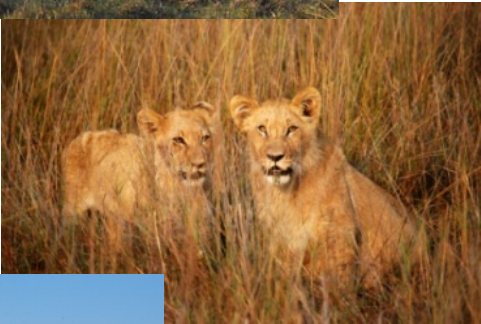
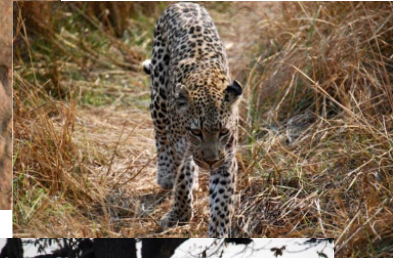




Where is your leadership required?

Safe-aritm

by MyValueTreeTM





- Someone has to take the long view
- Someone has to climb up the tree
- Someone has to put themselves on the line
- They have a voice that others listen for and follow
- They have a keen sense of risk
- They are vigilant
- They have a non-compromising sense of purpose
- There is only one in the tree
- Watching out for the well-being of the troop below





List the hazards with “kill me” potential to which I must be vigilant.



© BJ Diamond 2013

Sometimes, due to complexity or sheer size...

- Leadership in protecting the herd is shared with a council
- Alignment of purpose and shared responsibility
- Importance of team with unified vision
- Focused on task



Who must I bring into my leadership circle?



Safe-ari™

“Standing United”



© BJ Diamond 2013



From the Cape Buffalo we learn:

- Sometimes the one leading makes a “bad call” and others get hurt
- Leaders model the way and then give others the room to get involved
- Only a few have the courage to be out front and confront the opposition
- Leaders are willing to do the “heavy lifting.”
- Clearly representing the values of the group
- Leaders need the support of the group to stay in the battle
- Stand with me; when I am alone, out front, let me turn around and know you are with me; you stand with me.
- Leaders make sure we protect the vulnerable in our group

Are my convictions deep enough to fuel my courage to
confront scary, kill-me hazards?

Conviction  Courage  Confrontation



© BJ Diamond 2013

Safe-ari™

“I’ve got your back”



© BJ Diamond 2013

- You can never let your guard down
- Having someone watch your flanks is essential.
- Reciprocity is important
- “Having my back” is a defining quality of the relationship
 - Implies caring
 - Implies you are more than a “means” to my “end”
- What does it mean when the person you choose to follow “has your back”?

Safe-ari™

“Have a Plan”



© BJ Diamond 2013

Safe-ari™

“Have a Plan”



Safe-ari™

“Have a Plan”



- Someone is always prowling to disrupt my calm; to find the weakness and attack.
- The leader understands risk; the hazard, its severity and how to control exposure to it.
- Know your capabilities
- Design, practice and follow a strategy.





Getting into Action

Decision 1

I think that's a pretty cool idea.
I commit to explore it!

The Realization

With everything in place from my preparation, I begin implementation and fully move into the future I envisioned, satisfied with both the journey and the results.

Decision 3

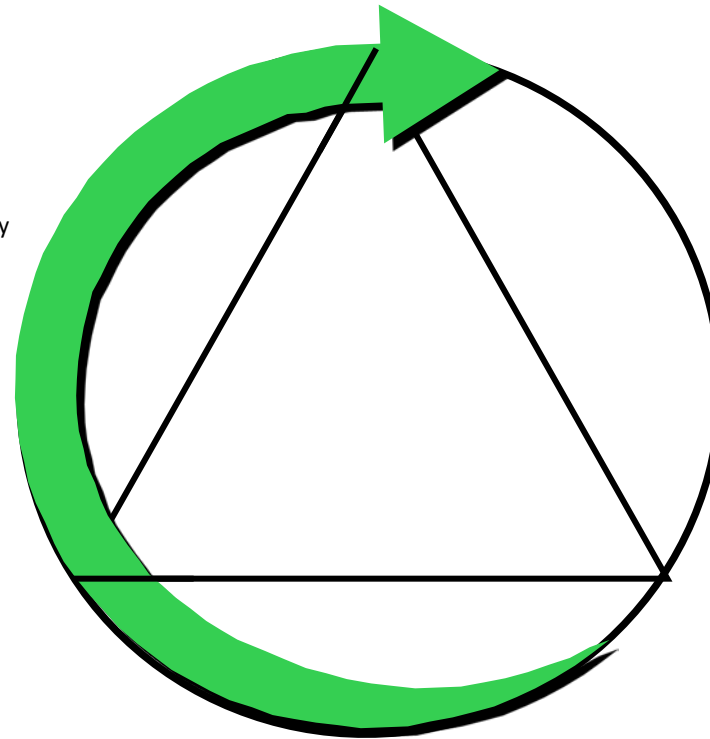
I like the plan.
I commit to implement.

The Vision

Looking out in time, I describe in detail the future I want to be in. This is compared to what I actually have to work with. I must resize my vision to fit my means or increase my means to allow the vision.

Decision 2

I have a doable vision.
I commit to plan and prepare.



The Potential

I study and think about the sequence of steps I must go through to reach the vision and everything I must put in place. Based on this plan, I begin to make the necessary preparations to bring the vision to life.



© BJ Diamond 2013

- The leader has enough seasoning to be situationally aware.
- The leader knows how to read the tracks of hazards.
- The leader gives direction based on their interpretation of the facts and their tolerance to risk.
- Always remembering the zebras...I've got your back and I will not put you in harms way, unless we are the cape buffalo today!

For the “kill me” hazards you listed, are you seeing any “tracks” to which you must be concerned?



- Someone has to take the long view
- Leaders model the way and then give others the room to get involved
- I've got your back
- Define, practice and follow a strategy.
- The leader knows how to read the tracks of hazards.