

CURATE

PARALLEL ONE • CURATE THE ENVIRONMENT

Leaders shape the conditions that make success - or failure - more likely for their teams by advocating for what they need, establishing clear expectations, and creating the psychological safety for employees to speak up.

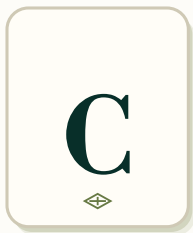
Average leaders adapt to the environment.

Strong leaders redesign it.



ASK

ACT



Clarify Expectations

- Do people understand what success looks like?
- Do they understand why their work matters?
- Are priorities clear?
- Do they see how their work contributes to the organization's goals?

Clarity creates confidence and provides direction

- ✓ Define success
- ✓ Explain the why
- ✓ Reinforce priorities

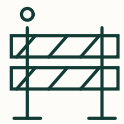


Understand the Conditions

- What conditions are helping people succeed?
- What conditions are making success more difficult?
- What signals are employees giving me about their environment?

The environment influences performance

- ✓ Observe the environment
- ✓ Listen to your people
- ✓ Identify friction points



Remove Obstacles

- What is slowing the team down?
- What is frustrating employees?
- What unnecessary complexity have we accepted as normal?
- What barriers can I remove?

Make it easier for people to do their best work

- ✓ Eliminate barriers
- ✓ Simplify complexity
- ✓ Secure needed resources



Align Priorities

- Is everyone focused on what matters most?
- Have I made today's priorities clear?
- Are people being asked to do too many competing things?
- What can wait?

Focus attention on what matters most

- ✓ Focus attention
- ✓ Clarify tradeoffs
- ✓ Reduce competing demands



Trust and Empower People

- Am I delegating authority or simply assigning work?
- Do people have the autonomy to exercise good judgment?
- Am I encouraging ownership rather than dependence?
- Am I holding people accountable for outcomes rather than methods?

Ownership grows when people are trusted

- ✓ Delegate authority
- ✓ Encourage ownership
- ✓ Hold people accountable



Evaluate and Evolve the Environment

- What is working well?
- What should we redesign?
- What should we stop doing?
- What can I improve to make success more likely for my team?

Great environments are intentionally improved over time

- ✓ Measure what matters
- ✓ Adapt continuously
- ✓ Improve intentionally

