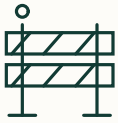
LEADERSHIP MODEL

RITUAL

PARALLEL THREE · GROUND YOUR TEAM IN RITUAL

Rituals shape culture in meaningful ways, becoming part of the fabric of the workplace. They reinforce expectations, strengthen relationships, and remind people what matters most. Strong leaders establish rituals that create clarity and consistency while leaving room for flexibility, experimentation, and autonomy.

Rituals do not eliminate flexibility. They enable it.

		ASK	ACT
R		**Repeat What Works** • What do we do consistently that helps us succeed? • Which habits should become standard practice? • What routines create confidence and trust? • What practices should we preserve?	*Consistency creates confidence* ✓ Standardize successful habits ✓ Reinforce positive routines ✓ Build consistency
I		**Intentionally Gather** • Do our meetings have a clear purpose? • Are the right people in the room? • Does each forum match the conversation we need to have? • Are we meeting because it's valuable or because it's scheduled?	*Every meeting should have a purpose* ✓ Match forums to purpose ✓ Make meetings intentional ✓ Respect people's time
T		**Tend to Priorities** • What deserves our attention right now? • What can wait? • What should stop altogether? • Does our calendar reflect our priorities?	*Your calendar reflects culture* ✓ Protect what matters most ✓ Eliminate low-value work ✓ Align time with priorities
U		**Uphold Accountability** • Does everyone know what was decided? • Is ownership clear? • Are expectations understood? • How will success be measured?	*What gets owned gets accomplished* ✓ Clarify ownership ✓ Confirm commitments ✓ Follow through consistently
A		**Adapt with Intention** • Which rituals still serve the team? • Where is more flexibility needed? • Are routines helping or limiting performance? • What should evolve?	*Flexibility strengthens effective rituals* ✓ Adjust thoughtfully ✓ Preserve what works ✓ Encourage flexibility
L		**Learn and Refine** • Which meetings no longer add value? • Which processes have become bureaucracy? • Which traditions strengthen culture? • What should we redesign?	*Assess and evolve rituals to reflect current conditions* ✓ Measure effectiveness ✓ Improve continuously ✓ Retire outdated practices