



# An Applied 4D Leadership and Transformation Model<sup>®</sup>

Leaders develop and organizations evolve along four dimensions. Mastering them will help you grow your own leadership and make a bigger difference faster.

**design**

Knowing where we are going  
and our strategy for success

**develop**

Building the courage  
and capability to deliver

**delegate**

Setting clear expectations  
and partnering for  
true commitment

**do**

Clarifying roles and  
coordinating action  
to focus on what matters



# A Blueprint for Applied Leadership and Transformation

integrated  
WORK 

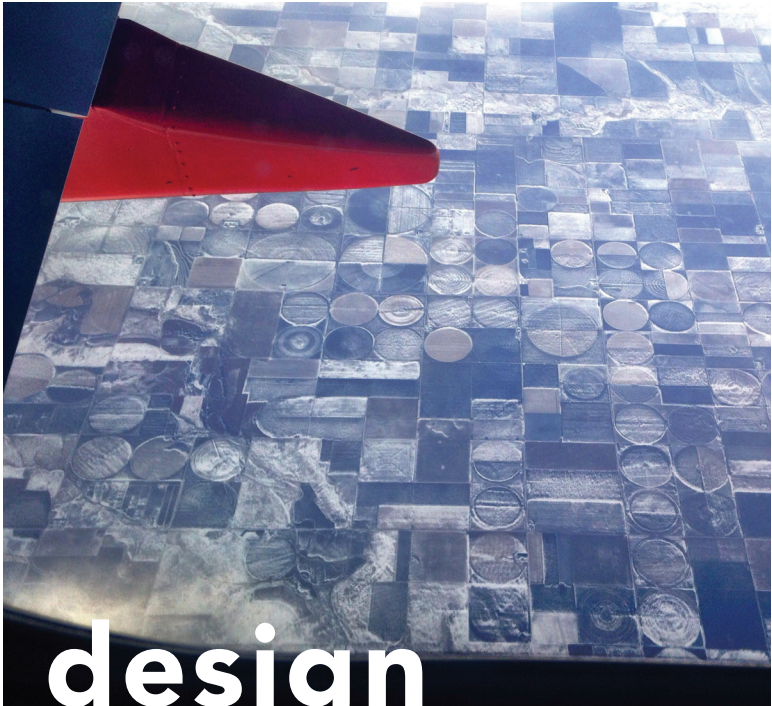
[www.integratedwork.com](http://www.integratedwork.com)

Getting where you are going requires leadership clarity and knowing what is needed to bridge the gap between where you are today and where you are headed as well as a personal commitment to growing your leadership to meet the challenges ahead.

What is personally important to me about the change ahead?

What measurable difference am I committed to making?

How will I need to grow myself to deliver?



# design

Determine where you are going and define the strategies, structures, and systems that will set you up to win

integrated  
WORK



[www.integratedwork.com](http://www.integratedwork.com)



where we are going and what will support us on the way...

The Challenge

What success looks and feels like

Strategies, skills, and structures to achieve what is most important



# develop

Figure out how you will get there and identify the mental models and skillsets needed to grow courage and capability in ourselves and others



what is needed to get us from  
here to there...

Strengths to build on

Things we need to let go of

New skills to develop in ourselves and others





# delegate

Give others confidence in their ability to find their way, generate commitment, and clarify expectations

integrated  
**WORK** 

[www.integratedwork.com](http://www.integratedwork.com)



what will generate true commitment...

My expectations

What will motivate commitment

How I will assess and appreciate success



Ensure role clarity, build feedback systems,  
and get into coordinated action!

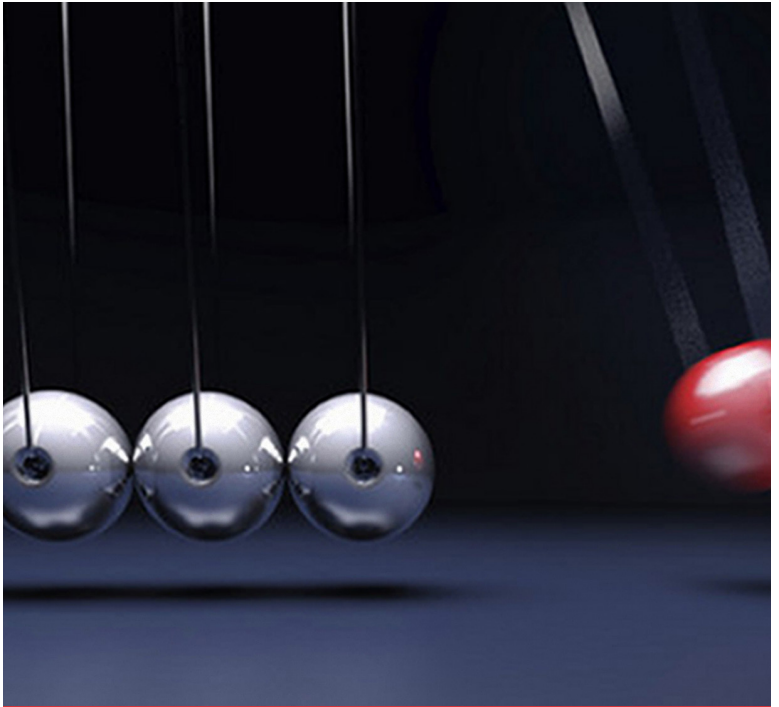


what coordinated action looks like...

What is our role?

What is my role?

How can I be most effective?



# Assessing Impact

Setting up feedback loops and learning systems helps you track progress and true-up your efforts along the way to amplify your impact and make a bigger difference. Take a moment to reflect on how you will measure success...

What specific outcomes will serve as indicators of success?

How will I assess return on my effort?

What valuable difference will I have made when I am successful?

How will I seek feedback on my contribution?



# Leadership Reflection and Next Steps

Moving an organization or group forward requires leaders to find their edge and stretch beyond it to grow the people and systems around them. Reflect on what you are learning about yourself and your own leadership through this work.

What I am finding gives me energy and joy...

What I am finding gives me stress and worry...

My personal commitment to growing myself...