

# LEADERSHIP TRUST MODEL

## TRUST IS THE FOUNDATION OF LEADERSHIP.

This model is a continuum for which individuals will flow through—based on development, projects, and team dynamic. This development can be followed by those in current leadership roles or future leaders in the organization. For each element, we have suggested materials, workshops, development opportunities, etc. related to specific areas. These recommendations will continue to evolve as we grow and develop.

campuslogic<sup>SM</sup>



## TRANSPARENCY

Honest and open communication is critical to building trust within and across teams. Authenticity requires integrity and vulnerability. Connection is built by using your strengths that exist today to find common ground, and to have the hard conversations when they need to happen.



## REFLECTION

Growth lies with self-reflection and continuous improvement. Reflection provides the space in which to focus on those areas that have consistently blocked you from becoming the best leader to all types of personalities and roles. Establish confidence in your own abilities to build cohesive high performing teams and functional relationships across teams.



## UNITY

Connecting—with teams, across departments, with external partners, with the community— and drawing on the organization's purpose and values are imperative skills for leadership in a high-growth/high-performance culture. Acting in accordance with CampusLogic values, and in the best interest of the company AND one another before, your own ego or motivation should be key areas of focus for all leaders.



## SERVICE

Wake up each day thinking about how you can help your team, peers, and organization get better at exceeding goals and improving the lives of students. Multiply talent within your team and mentor others to reach across the organization. Extend the reach of service into the community through outreach and a focus on giving back.



## TENACITY

Based in entrepreneurial spirit, own your area of responsibility and keep commitments. As leaders, we fix what's broken in order to drive results with an eye on lead metrics and goals that accelerate overall growth and align to the strategic plan while keeping a focus on purpose.

## Tools/Activities/Training

- Tribes-Seth Godin (Book and TED Talk)
- Building Trust-Ken Blanchard (Book)
- Reverse Mentorship (Activity)
- Communication Workshops (Activity)
  
- Leadership and Self Deception—The Aribinger Institute (Book)
- Four Agreements/Firestarter Sessions (Book, Workbook, Various TED Talks)
- Mapping and Journal Writing (Activity)
- Structured 1:1s w/ experiments and results (Activity)
  
- Storytelling Sessions
- Team of Rivals/Drive/5 years (Books/TED Talks)
- Reverse Mentorship (Activity)
- Cross-functional/external mentorship
  
- Leaders Eat Last (podcast, TED Talk)
- Multipliers/Blink (Books and other materials)
- Specialized Subject Coaching (Interviewing, Difficult Conversations)
  
- The 4 Disciplines of Execution (Books, other materials)
- Grit: The Power of Passion and Perseverance (TED Talks)
- Goal Setting Workshop