

# TRANSFORMATIVE ORIENTATION MODEL

A leadership model from Sagatica's Transformative Leadership Training adopted and updated by Mt. SAC managers

## WORK-LIFE BALANCE

The balance an individual needs between work and other aspects of life to be at their best

### 1. EQUITY FOCUS

Focused on cultivating equitable, fair and inclusive environments and practices

### 2. LEADERSHIP COURAGE

Strength to speak up, care, take risks, embrace change, have tough conversations

### 3. EMOTIONAL INTELLIGENCE

Develop self awareness, self regulation, self motivation, and understanding of others

### 4. COACHING

Developing team members by listening, inquiring, reflecting, challenging, and encouraging



### 5. TEAM BUILDING

Aligning teams, chartering direction, building trust, managing conflict, advocating

### 6. CUSTOMER FOCUS

Maintaining service orientation, understanding needs, focusing on solutions

### 7. STRATEGIC THINKING

Integrating perspectives, focusing energy, building purpose and vision

### 8. EXECUTION

Building and implementing plans, problem solving, measuring, delegating, sustaining

### 9. CHANGE MANAGEMENT

Predicting, scanning, envisioning, engaging, innovating, anticipating