



Essential  
Elements of  
Leadership™

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# Essential Elements of Leadership™

If you can't describe great leadership,  
you can't build it.

## Leadership

Leadership is contextual. What constitutes a leader's success in one enterprise may not ensure their success in another. However, there is a direct correlation between strong and effective leadership and organizational results. The Essential Elements of Leadership© is how we at The Next Institute define leadership in an organizational context.



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## Emerging, Experienced and Seasoned Leadership

To make an ever-growing contribution to the enterprise, leaders must move beyond technical skill, constantly build interpersonal capacity, and operate with skill and confidence in the conceptual creative realms.

## Capacity, Character and Cultural Fit

When observing and developing leadership behavior, context is critical. There are three significant distinctions: capacity, character, and cultural fit.

## Foundational, Breaking Away, Leading the Field

The first segment of elements is **Foundational**. If leaders cannot demonstrate proficiency in these elements, they may not even "be in the game."

The second segment is **Breaking Away**. These elements are aspirational and not the norm. These elements line up with a strong capacity for collaboration and innovation. They are higher in creativity and require a demanding ability to imagine the adjacent possible.

The third segment is **Leading the Field**, the highest leadership thinking and action. These elements are in leaders and organizations continuously leading in their fields and adept at navigating complexity.

The Essential Elements of Leadership© are observable behaviors. With intention, leaders develop over time and will demonstrate these behaviors.