



Carla Harris: Eight Pearls of Intentional Leadership

You can lead from any seat!

1. **Authenticity**

Your authenticity is your distinct competitive advantage: As a leader, bringing your authentic self to any environment motivates and inspires those who are working with you to bring their authentic selves into that environment. Anytime we are in an environment where we can be who we really are, we will always outperform.

2. **Build Trust**

Understand what your team values, then set up an environment when you can deliver that, over and over and over again.

3. **Create Clarity**

Define what success looks like for your team. When people know what they are playing for, they are motivated and inspired to deliver beyond that which has already been defined.

4. **Create Other Leaders**

When you get to the leadership seat, the way you amplify your impact in your organization is to create other leaders. Then move out of the way: Leave room for them to innovate in their execution.

5. **Diversity**

Today, every company's community is global and powered by social media. It takes seconds to lose valuable brand value with the missteps that are best avoided by diverse thinking at the decision-making table.

6. **Innovation**

Teach your team to innovate by teaching them how to fail. People who are afraid of failure will never reach far enough to truly innovate. Celebrate people who take the risk.

7. **Inclusivity**

Solicit other people's voices. People value being seen and heard, and inviting them to contribute makes them invested in the success of the endeavor.

8. **Your Voice**

Your voice is at the heart of your power. You must have the courage to call a thing a thing. Fear has no place in your success equation!

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. . . **Courage** is the strand that holds all of these pearls together!

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