



Six Essential Tasks of a Leadership Team

1. Create a Vision to Clarify the Organization's Purpose

A vision gives direction to the energy and efforts of organization members, providing context that gives meaning to its activities.

2. Develop Structures to Channel the Organization's Energy

Internal to the organization, structures may include policies, procedures, reporting relationships, and networks of overlapping teams. Externally, it may include strategic partnerships.



3. Manage the Balance Between Change and Stability

Too much change can foster aimlessness and dissipation of energy; too much stability can stifle energy and create the risk of extinction for the organization.

4. Acquire and Allocate Resources

Resources include time, money, physical facilities, machinery and equipment, and the energy of staff and board members (and other volunteers). Develop priorities that make the best use of these resources in advancing the organization's mission and vision.



5. Look Toward the Future and See the Big Picture

Engage in strategic thinking and planning, paying attention to the organization's strengths and limitations, anticipating the future in present trends, and reshaping the organization's priorities as needed.

6. Coordinate Information Exchange and Problem-Solving

The leadership team should be a forum for information-sharing among various groups within the organization, providing the linkage enabling all parts of the organization to align themselves with the mission and vision.