

# An Introduction to Intent-Based Leadership

A One-Day Workshop

**INTENT-BASED  
LEADERSHIP  
INTERNATIONAL**  
TURN LEADERSHIP AROUND





# Introduction

Thank you for your interest in the Introduction to Intent-Based Leadership workshop.

This is one of a number of options for teams who are interested in adopting an Intent-Based approach.

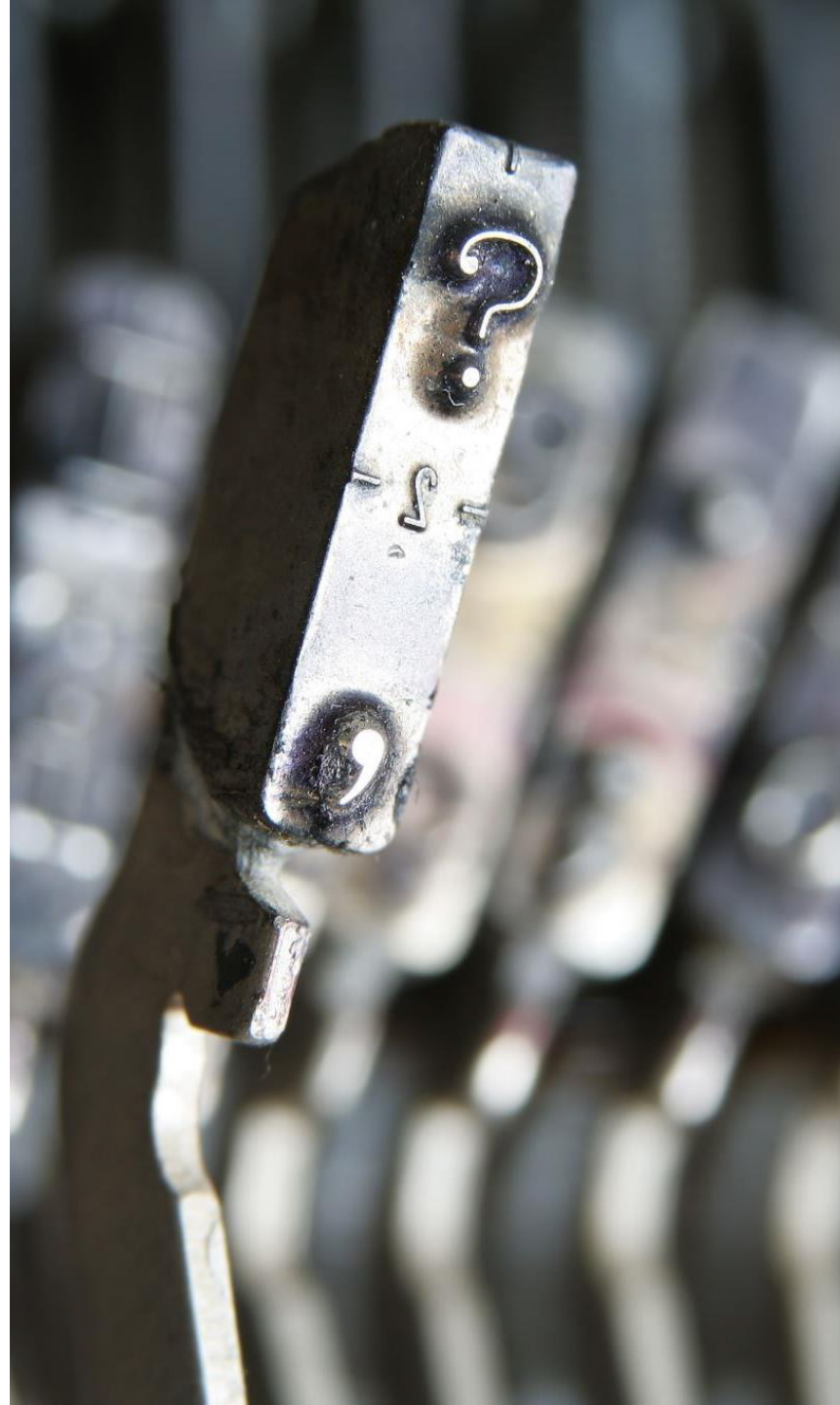
Our job is to **translate what worked so well on the Santa Fe into your workplace.**

This document provides an overview of the Workshop, what you can expect, practical questions, and fees.

# Why?

Imagine your workplace if everyone is engaged and contributes their full intellectual capacity. A place where people are happier and healthier because **they have more input over decisions impacting their work** - a place where everyone is a Leader, **not a follower**.

This workshop is your starting point and is an opportunity for both strategic discussion and practical learning.



# Who?

This session is relevant for anyone - from front line leaders to executive teams - interested in the Intent-Based Leadership approach.

It can be delivered to groups of 8 to 40 people.

No prior knowledge of Intent-Based Leadership is required and for those who are familiar with the approach, it will provide fresh insight and ideas.





# Structure and Approach

The workshop is structured around a **case study** which we return to throughout the day. This allows us to highlight typical organization challenges and then bring this into **the context of your team** or organization.

This is a **highly interactive** session which will model the language and practice of Intent-Based Leadership to create engagement and participation.

Workshops in North America also feature a **crew member** who served with David Marquet on board the *USS Santa Fe*, the submarine where this approach was developed.

# Key Takeaways from the Session

This session will provide leaders with both an understanding of the core ideas of Intent-Based Leadership and practical tools which will enable them to make some 'quick-wins' in these areas:

- Improve the quality of discussion, information-sharing with clear decision-making goals and criteria
- Build greater psychological safety through the power of language
- Delegate effectively using the Ladder of Leadership
- Share and invite intent with their teams
- Identify factors in the working environment which may need to be adjusted to enable people to perform their best
- Embed learning into day-to-day decision making

Sponsors will then be able to gauge how Intent-Based Leadership learning can support their change goals.





# Workshop Package and Structure

## PRE-WORKSHOP

- One-to-One conversations with sponsor and key leaders

## WORKSHOP

### Part One

- The origins of Intent-Based Leadership
- Pushing authority to information

### Part Two

- Building a psychologically safe environment
- Tuning control with clarity and competence

### Part Three

- Creating the environment which makes it easier for people to perform
- Error avoidance vs. achieving excellence
- Acting our way to new thinking

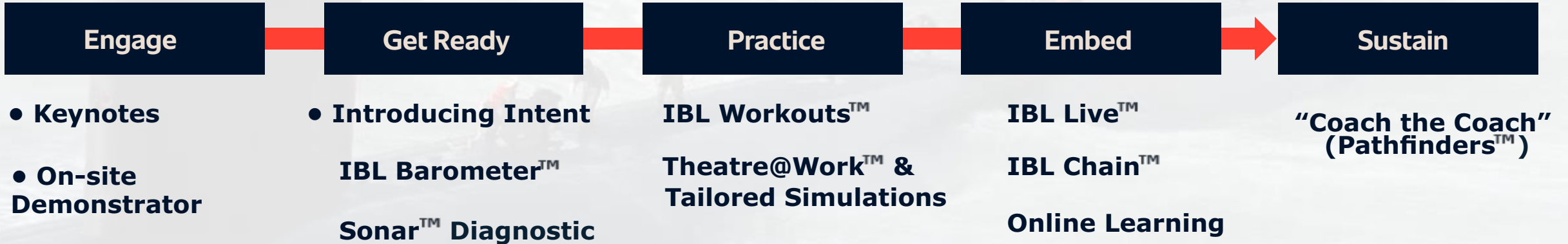
**POST WORKSHOP** (4-6 weeks):  
1hr on-line team check-in



# How We Help Organizations

Our services range from one-off events to longer term development programs using one or more of these interventions adapted to your needs, budget and context.

Outcomes from each step inform and shape the design of the next step to keep it on 'target' and contextual.



Each step is supported by summary 'how to' guides and short videos on practices and Leader/Team experiments.

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**INTENT**

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