

The Value of an Intentional Leadership System

September 19, 2025



Session learning outcomes

- Understand fundamentals of an intentional leadership system
- Recognize the benefits of intentional leadership
- Learn strategies for effective implementation
- Overcome common leadership challenges

Question

Do you consider
yourself a leader?



Question

How familiar are you with the concept of a Leadership System?

A

I know what a Leadership System is and have worked with one.

B

I know what a Leadership Systems is but have never worked with one.

C

I get the concept of a Leadership System, but don't know much about it.

D

I have never heard of a Leadership System.

Question

What does
“leadership”
mean to you?



Leadership

*“Leadership is
influence - nothing
more, nothing less.”*

— John Maxwell



Question

What does
“system” mean
to you?



System

“A framework of intentional practices and principles that elevate leadership influence and team effectiveness.

— John Maxwell



Leadership



What is a leadership system?

“The way leadership is exercised, formally and informally, throughout your organization; the basis for key decisions and the way they are made, communicated, and carried out.”

— Baldrige criteria for Performance Excellence



A leadership system is:

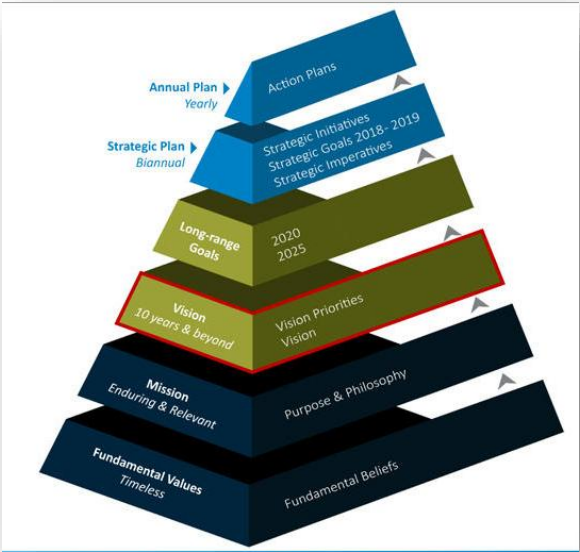
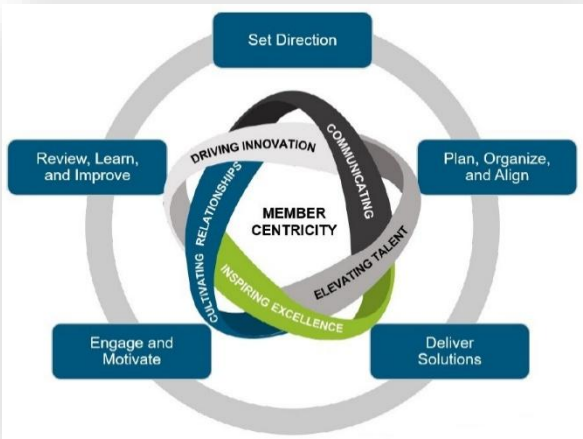
- A guide for making decisions
- A gauge to determine effectiveness
- A method for building leaders
- A mechanism for shared expectations
- A tool for leadership accountability



Best practices in procurement



Examples of leadership systems



Sourcewell leadership expectations



Lead

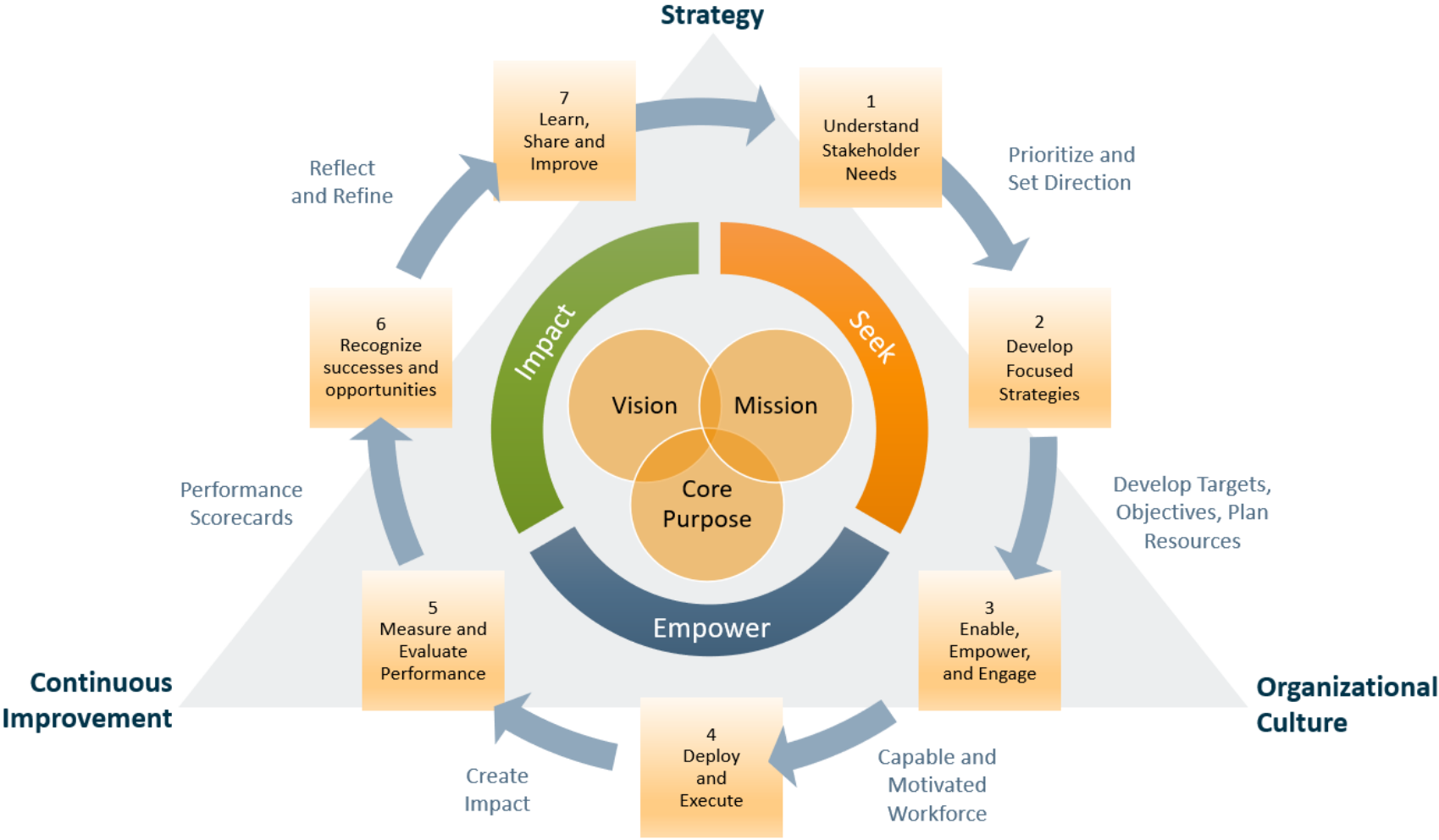


Manage

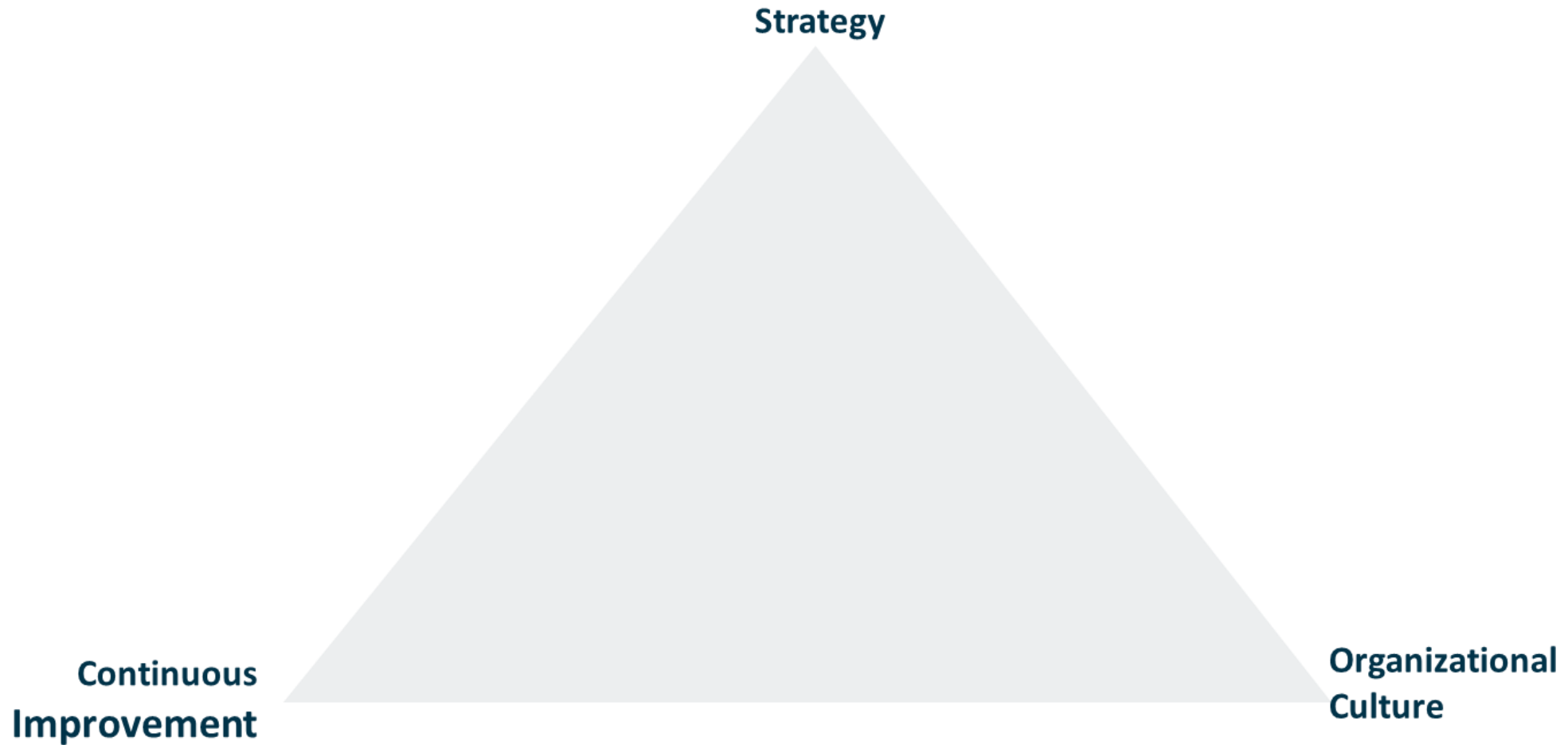


Model

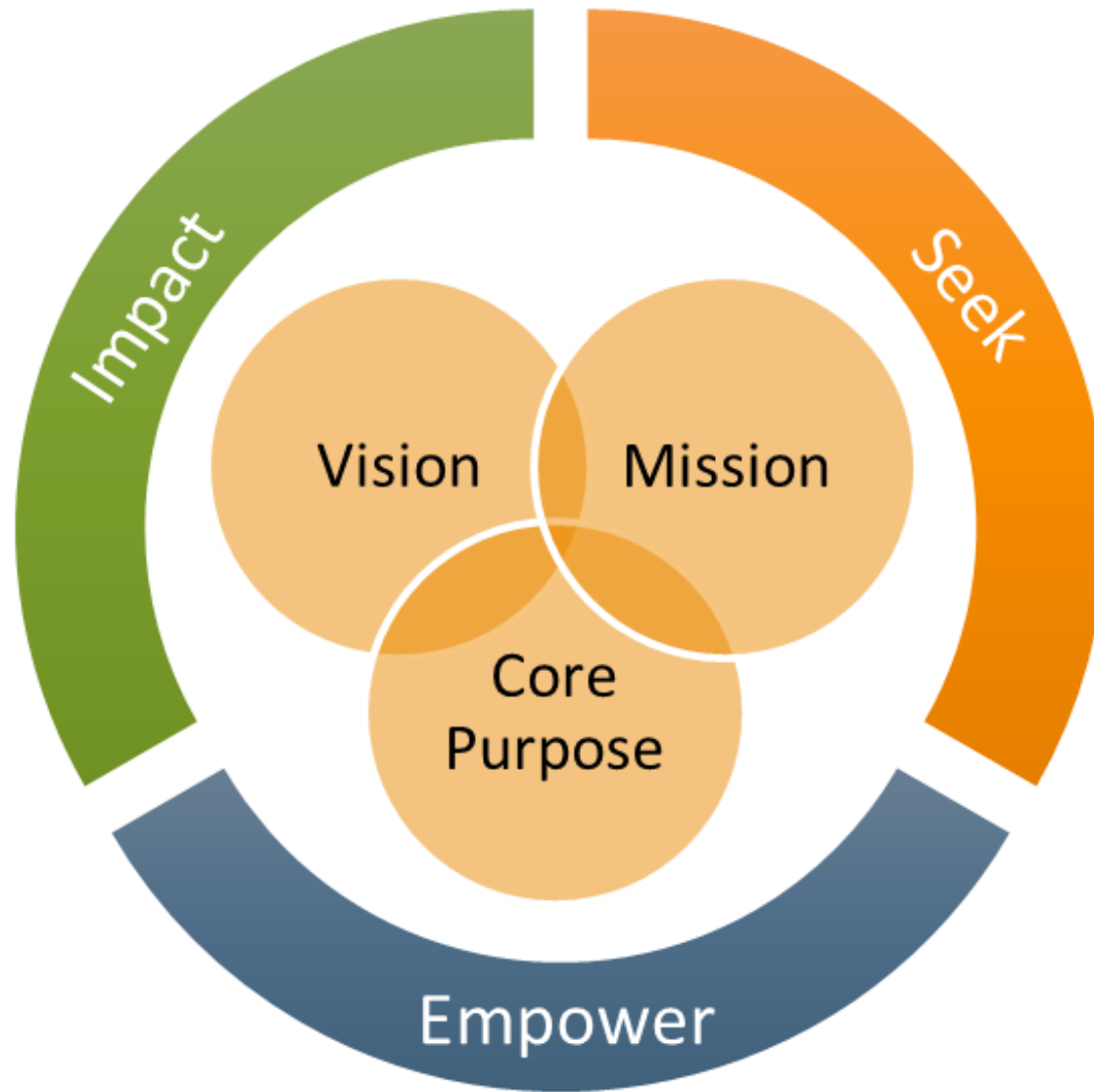
Sourcewell Leadership System



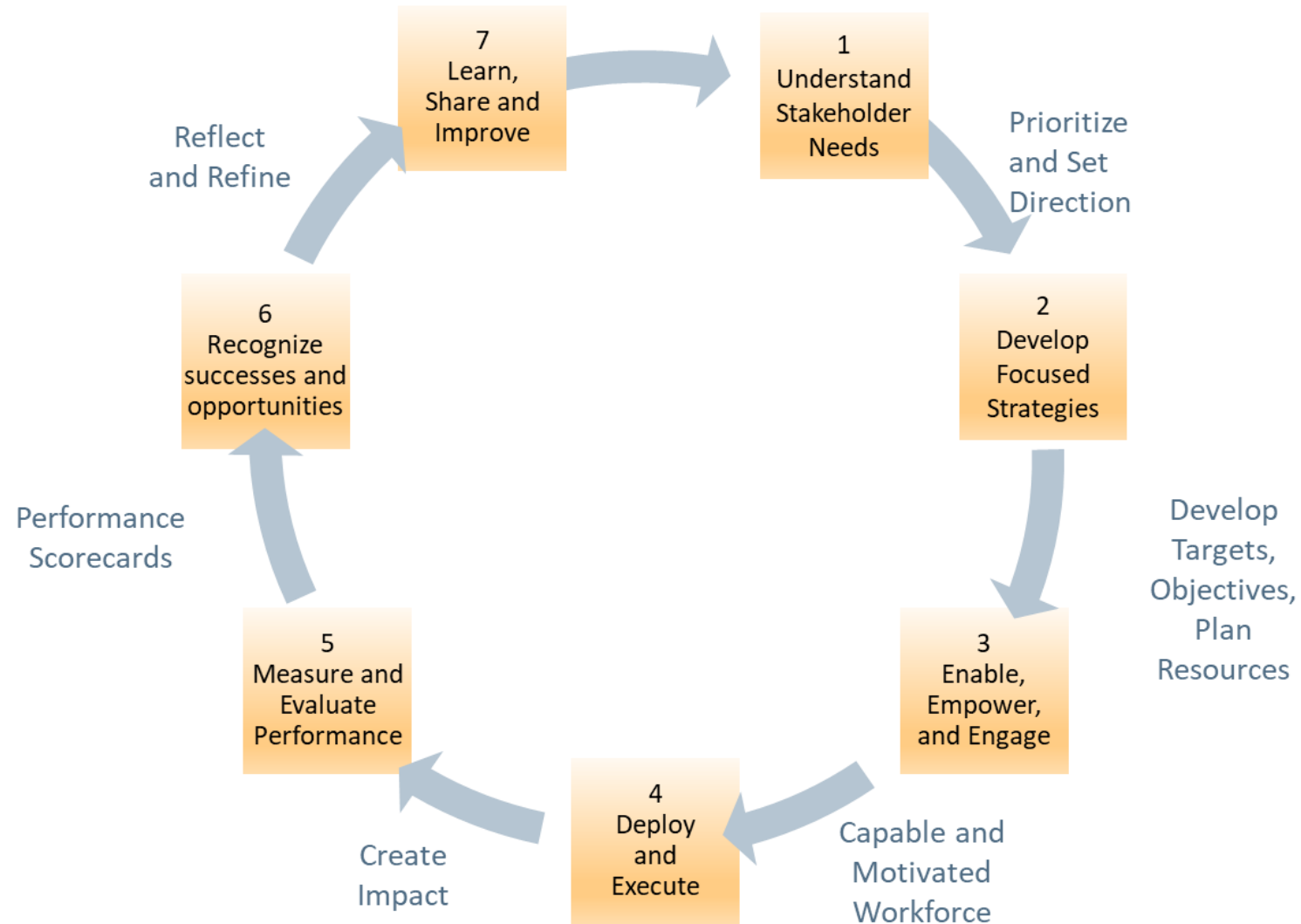
Leadership triangle



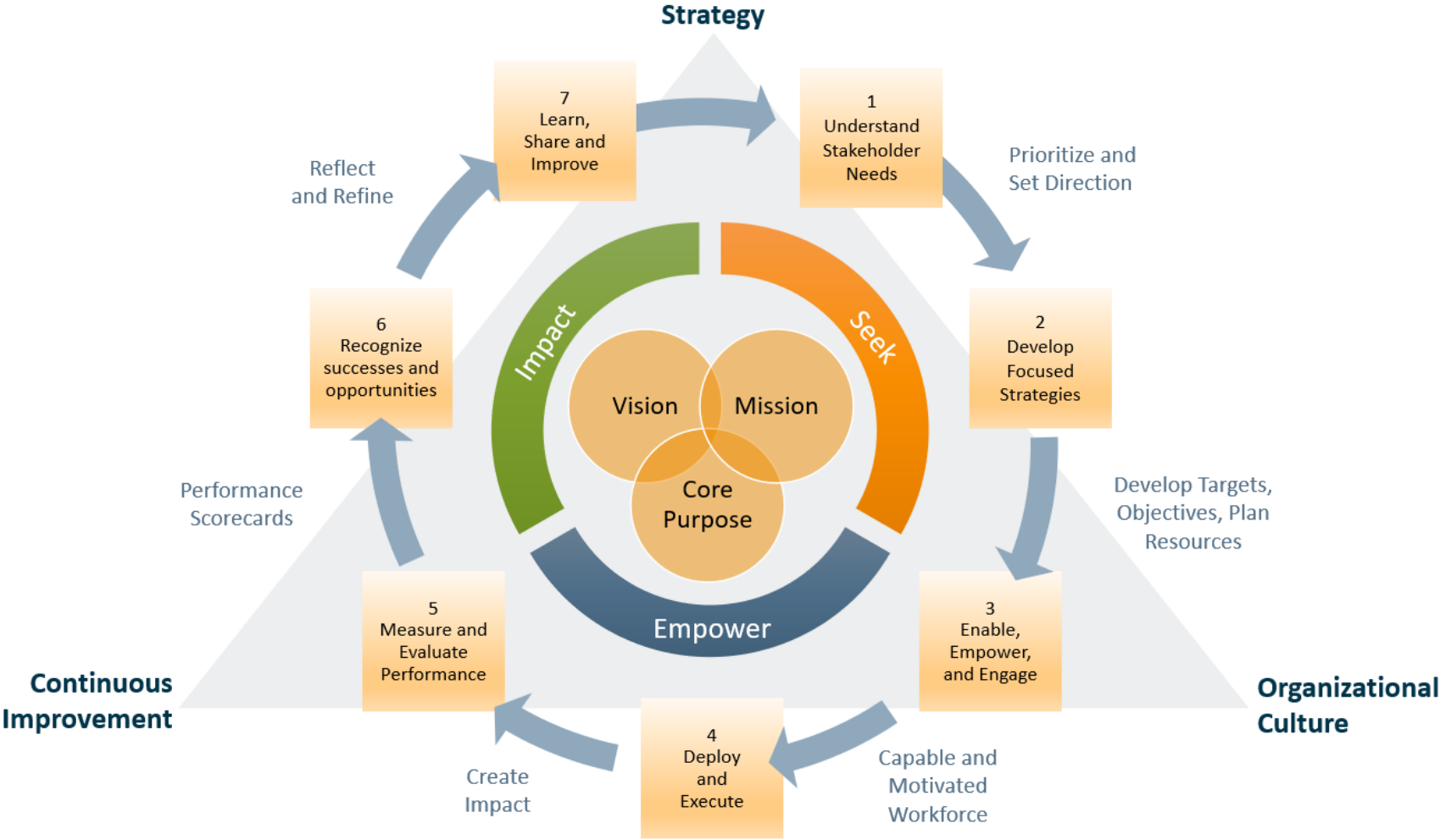
Purpose



Leadership actions



Sourcewell Leadership System



Benefits of a leadership system

- Enhanced communication
- Increased accountability
- Improved decision-making
- Employee development and empowerment
- Adaptability and resiliency

Implementation strategies

- Do the hard work
- Put it on paper
- Adopt the language
- Empower leadership
- Self-reflect
- Practice

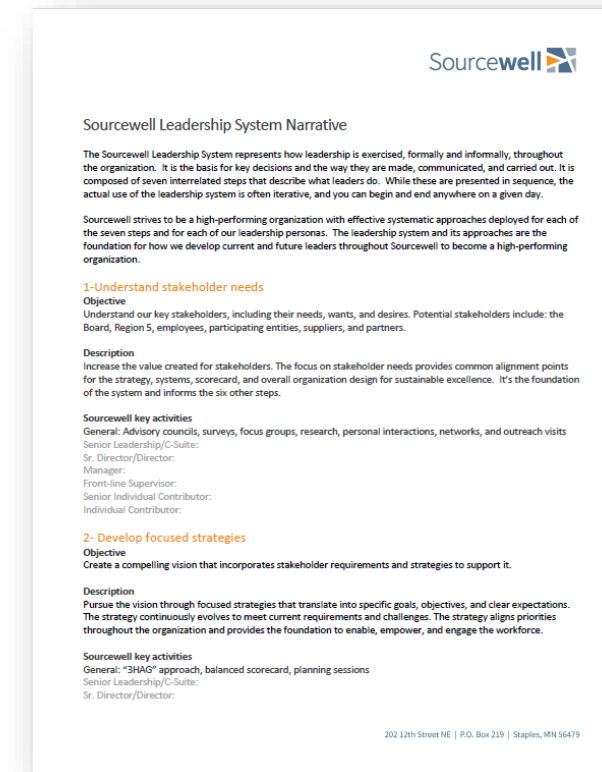
Implementation strategies

- Do the hard work
- Put it on paper
- Adopt the language
- Empower leadership
- Self-reflect
- Practice



Implementation strategies

- Do the hard work
- Put it on paper
- Adopt the language
- Empower leadership
- Self-reflect
- Practice



Implementation strategies

- Do the hard work
- Put it on paper
- **Adopt the language**
- Empower leadership
- Self-reflect
- Practice



Implementation strategies

- Do the hard work
- Put it on paper
- Adopt the language
- **Empower leadership**
- Self-reflect
- Practice



Implementation strategies

- Do the hard work
- Put it on paper
- Adopt the language
- Empower leadership
- **Self-reflect**
- Practice

Sourcewell

Leadership Self-Assessment

Please read each statement carefully, then determine if it's:

- A strength
- An area that is "OK" for you
- An opportunity for improvement.

This is not a test. There is no right or wrong answer. Do not answer in terms of how you would like to see yourself, what you should be doing, or how you think others view you. Instead, be realistic and honest with yourself.



Understand Stakeholder Needs

Include in Impact Plan	OK	OK	OK
I know who my stakeholders are.			
I systematically gain data and insights needed to understand stakeholders' needs and desires.			
I know how satisfied my stakeholders are with the value my team creates for them.			
I listen carefully to understand what another person is saying.			
To avoid misunderstanding, I ask questions to clarify what the other person is saying.			

Develop Focused Strategies

Include in Impact Plan	OK	OK	OK
My current vision is inspirational and pulls my team to higher levels of performance.			
I analyze various data and inputs to develop strategies and goals.			
My current strategies address the needs of my stakeholders.			
My team strategies are aligned with Sourcewell's strategic plan.			
I effectively prioritize the work my team needs to accomplish.			

202 12th Street NE | P.O. Box 219 | Staples, MN 56479

Strategy ▲ Organizational Culture
Organizational Culture ▲ Continuous Improvement
Continuous Improvement ▲ Strategy

Implementation strategies

- Do the hard work
- Put it on paper
- Adopt the language
- Empower leadership
- Self-reflect
- Practice



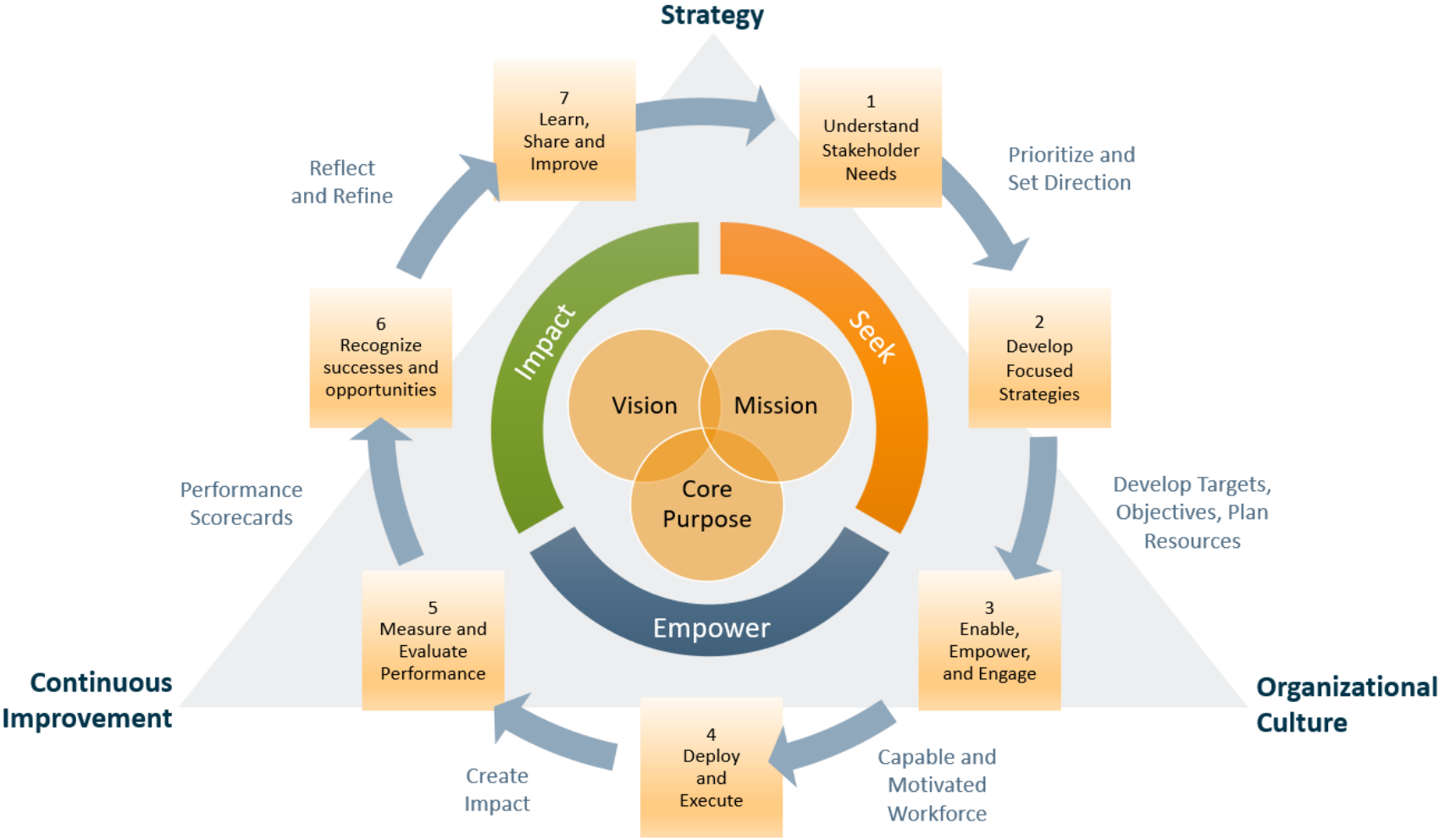
Implementation strategies

- Do the hard work
- Put it on paper
- Adopt the language
- Empower leadership
- Self-reflect
- Practice

Overcome common leadership challenges

- Lack of clear vision and direction
- Ineffective communication
- Resistance to change
- Inadequate team collaboration

Sourcewell Leadership System



Thank you!



Jeremy Schwartz

COO/CPO

218-894-5488

jeremy.schwartz@sourcewell-mn.gov