

SUBJECT: 5-E LEADERSHIP MODEL AS A DIAGNOSTIC OR PLANNING TOOL

It has been my experience that the 5-E Leadership Model can be effectively used to either diagnose a business problem or create a proactive strategic plan that avoids business problems. In either case, the process starts with creating a table to capture pertinent information.

In the situation where you are looking to diagnose an existing problem, simply ask probing questions about tactics that have already been executed so you can fill out as much of the table as possible. Typically, you will discover the root causes of the problem in either the Envisioning or Enrolling steps of the model. The gaps are generally evident.

In the situation, where you are trying to use the model as a planning tool, complete the table by describing the specific action plan tactics you will execute for each step of the leadership model.

5-E LEADERSHIP MODEL STEP	ACTION TAKEN (Diagnosis Mode) Or ACTION PLAN (Planning Mode)
ENVISION – Defining a clear vision for what you are trying to accomplish. Ideally the vision is inspirational and includes a description of why you believe achievement is important.	
ENROLL – Sharing the Vision with key people and Organizations that will be helpful to moving it from concept to reality. Try to always identify the “skin” each has invested in success. If there is no “skin”, then you may have false enrollment.	
ENERGIZE – Exciting the people and Organizations enrolled in delivering the vision so they make it a priority in their own Action Plans.	
ENABLE – Removing barriers and ensuring the conditions for success exist. This is a good step to leverage the Galbraith Star as a supportive evaluation tool (http://en.wikipedia.org/wiki/Organizational_architecture).	
EXECUTE – Creating efficient Action Plans that are strategically robust and adequately resourced to successfully move the vision to reality.	