

# THE LEADERSHIP CONTRACT™

I understand that The Leadership Contract™ represents a deep and personal commitment to being the best leader that I can be—the leader my organization needs me to be. By signing The Leadership Contract™, I am making a personal commitment to myself. In turn, I will no longer settle for mediocrity. I will not simply go through the motions as a leader. I will be an accountable leader. I understand that I can choose to share my commitment with others, or I can keep it to myself. Either way, those around me will know that I've signed up for The Leadership Contract™ based on the way I show up each and every day as a leader.

## 1. Leadership Is a Decision—**Make It**

I understand that leadership is a decision, and by signing below, I decide to be a leader. This means that I will be aware of when I need to make Big D leadership decisions. I also will bring this clarity to my role each and every day as I make effective small d leadership decisions.

## 2. Leadership Is an Obligation—**Step Up**

I understand that I am obligated to be the best leader I can be. I have an obligation to my customers, my employees, my organization, and the communities in which we do business. I will lead in an ethical manner. I will live up to the position of responsibility that my organization has given me.

## 3. Leadership Is Hard Work—**Get Tough**

I understand that as a leader there is hard work that I must do to make my organization successful. I also understand that if I avoid the hard work, I will make myself, my team, and my organization weaker. I commit to not being a bystander or a spectator. I will demonstrate resilience and personal resolve to tackle the hard work.

## 4. Leadership Is a Community—**Connect**

I will work to create a strong community of leaders in my organization. I will aspire to great leadership in myself and encourage it in others. I will set the tone for other leaders. I will strive to be the leader whom others want to emulate. I will build relationships based on trust, respect, and mutual support. I will work to drive greater clarity and commitment among our leaders so that we can effectively execute our strategy and help make our organization successful.

*I agree to the Four Terms of The Leadership Contract™ set out above and will demonstrate my commitment by signing below.*



Date: \_\_\_\_\_