

TOGETHER WE CAN

Leading with Clarity, Humanity, and Resilience in Volatile Systems

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TOGETHER WE CAN

A rare, high-functioning team

A shared discipline

A system that worked





High school
graduation



Radiology
externship



Boise State graduation



Plans are fragile;

leadership responds and adapts

You can do everything right...

and still not get the outcome you planned.

SELF-AWARENESS CHANGES THE CONVERSATION

Effort \neq impact

Intent \neq outcome

THE TRAP

We:

- over-own outcomes...
- underestimate context...
- and internalize what isn't ours to carry.

APPLICATION

VOLATILE SYSTEM LEADERSHIP

1. Clarify what's yours
2. Recognize what isn't
3. Strengthen what you can influence

LET'S APPLY THE MODEL

1. Think of a current project you're leading
2. Jot down three columns:
 - What's mine.
 - What isn't
 - What I can strengthen

WHAT LEADERSHIP *IS* RESPONSIBLE FOR:

- Clarity
- Integrity
- Consistency
- How we show up

LEADING FROM WHERE WE ARE MEANS:

- Modeling clarity
- Strengthening trust
- Reducing friction
- Building foundations — quietly

WHERE LEADERSHIP ENDS:

- Organizational readiness
- Culture and incentives
- Economic conditions
- Timing and volatility

TOGETHER WE CAN:

- Advance institutional goals
- Deliver meaningful projects
- Grow as leaders

WHAT STRENGTHENS FOUNDATIONS:

- Shared clarity
- Predictable follow-through
- Respectful challenge
- Learning in public

IN REAL TEAMS, THIS SHOWS UP AS:

- Clear conversations
- Fewer surprises
- Healthier disagreement
- Decisions that stick

LEADERSHIP GETS TESTED WHEN:

- Answers are incomplete
- Priorities conflict
- Pressure is external
- Authority is limited

THE SELF-AWARENESS CHECK:

- What was mine to own?
- What wasn't?
- Strengthen what you can influence

PROGRESS WITHOUT PERFECTION:

- Leadership isn't linear
- Progress compounds
- Perfection isn't required

TOGETHER WE CAN:

- Lead with clarity in uncertainty
- Hold accountability without blame
- Strengthen foundations over time

I HOPE YOU REMEMBER:

- Your worth isn't tied to outcomes
- You can lead from where you are
- Small actions strengthen systems

A FINAL THOUGHT

Plans may be fragile.

Leadership can adapt.

Together, we can.

DISCUSSION

What's resonating?