

THE LEADERSHIP PLEDGE

- I will provide my employees with:
 - clear **vision** and **mission**
 - clear high-level **strategy**
 - **boundary** conditions
 - the **big picture** for their actions
 - how they **contribute** to the overall success of the organization
- I will give my employees **autonomy** to perform their tasks as they see fit. I will not **micromanage** them
- I will never **circumvent** the “Chain of Command” downwards
- I will not act as their “quality control”
- When I get a request that should be addressed to someone else, I will:
 - **resist** dealing with it myself
 - **refer** the requestor to the right person to deal with it or to the right documented process / policy / guidelines