

The Leader's Playbook for Cultivating Hope

THE HOPE CRISIS IN LEADERSHIP

Leaders Face a "Permanent White Water" Environment

Constant erises, information overload, and social fragmentation are eroding leader and employee hope.

Bottom-Quartile Firms See

21%
LOWER
PRODUCTIVITY

17%
LOWER
PROFITABILITY

Bottom-Quartile
Firms See

And higher
employee turnover

Low Hope Creates a Culture of "Learned Helplessness"

Teams begin to believe their efforts won't influence outcomes, causing innovation to stall.



A FRAMEWORK FOR REBUILDING HOPE

PRACTICE TRANSPARENT COMMUNICATION



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Honestly acknowledge difficulties and what is unknown to build trust, rather than performing false certainty.

DISTRIBUTE THE WORK OF "SENSEMAKING"



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Involve diverse teams in interpreting challenges to generate richer insights and reduce leader isolation.

ENGINEER "SMALL WINS" TO BUILD MOMENTUM



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Design concrete, achievable accomplishments to restore a collective belief in the team's ability to succeed.

ANCHOR ACTIONS IN A TRANSCENDENT PURPOSE



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Regularly connect daily work to the organization's core mission to sustain motivation through difficulties.