

OnePager: Leadership *RD*

The Core Of The New Leadership On One Page



Author: Danilo Assmann
Status: released
Version: 1.0.0 (build 120)
Date: 2024-10-17
Copyright: © 2024. This work is openly licensed via [CC 4.0 BY SA](https://creativecommons.org/licenses/by-sa/4.0/)



The True Essence Of Leadership

Leadership *ReDefined* (Leadership *RD*) is about building a **healthy, functional, and purpose-driven system**. A truly healthy system is **not dependent on the leader**; rather, it is **interdependent** with its connected systems. Everything is based on **relationships**. It thrives on both **cognitive and emotional/social intelligence**, ensuring that the system is continuously learning, anticipating, and adapting—especially in complex environments. To handle external complexity, the system must develop **internal complexity** that matches it.

A **functional system** is made up of functional sub-systems. Each one—from the organizational level down to individuals—must be fully operational. At the core of every functional human system is the alignment between the **Neocortex and Limbi**, both actively working at their peak intelligence, serving a unified **Purpose and Direction**. This Purpose and Direction are provided through a model we call **Clockwork**, which organizes the structure, while the **relationship-based Network** reflects the dynamic complexity of the organization.

Collaboration within the Network, guided by the Purpose of the Clockwork, operates as **Balanced Networks**, which handle complexity effectively. Each element of the system strives for its personal optimum without negatively impacting others, representing **collaboration based on trust**.

Solutions form the essential sub-systems within this architecture. Each Solution functions as a self-contained system that continuously improves or delivers value. This **fractal concept** means that each Solution contains everything it needs to either evolve or operate. The interdependence of Solutions—providing and fulfilling needs in the form of services or products—creates a **dynamic and organic Network**.

The **Pioneers-Guardians-Lifelines model** illustrates how different parts of a population (or system) play crucial roles in managing risk and maintaining balance. **Pioneers** push forward, **Guardians** stabilize, and **Lifelines** preserve the core. Together, they maintain a balanced system. We need to build systems that **work for all of them** and benefit from their contributions.

Similarly, **new generations**—like teens in families—challenge the status quo and help keep systems **young and adaptive**. Only by accepting these challenges, rather than repressing them, can systems remain **smart, agile, and healthy**.

Systems must account for **uncertainty and fuzziness**, adapting with **Purpose and Values** as guiding forces. Values encompass both the rational and emotional aspects of leadership, ensuring that systems evolve with **loving care and intelligence**. Love being the answer to “what is best for the system?”

Systems evolve in **versions**, meaning each improvement or adjustment in purpose creates a new version of the system. Leadership *RD* is about **initiating improvements**. Leadership is essentially about **providing solutions** to problems, regardless of the level—whether it pertains to Solutions or organizations. Leadership is always about **letting go**. Even if you spark creativity with one idea, it's crucial to see it as just one step in the right direction, as it may lead to further steps. Resisting further improvement stems from ego, turning leadership into a bottleneck—what we call **Pull'n'Release**.

Resistance, waste, and lack of purpose indicate a **dysfunctional system**:

- ▶ **Resistance** can manifest as bottlenecks, friction, viscosity (think of non-Newtonian fluids), or fragmentation. Control creates resistance, slowing down the system.
- ▶ **Waste** stems from a lack of responsibility, accountability, and involvement, reflecting a failure to engage both **technical and emotional intelligence**. It manifests in attitudes like “I don't care” and “I don't know.”
- ▶ **Lack of purpose** occurs when a system no longer creates value outside of itself, leading to stagnation and clinging to the status quo. This is the **Success Fallacy**: we remain stuck in place, holding onto the status quo. **Success and the luxury that comes with it** have replaced purpose. Therefore, we need a **holistic, human-centered definition and measurement of success**.

Resistance shows us, how we can improve systems and become smart again.

Finally, there is a clear distinction between **mechanistic and social systems**. Feudalism attempted to structure social systems mechanically, which dehumanized them. Leadership, in contrast, returns us to **organic, social networks**, much like neural systems—**living, adapting, and complex**.