

The Leadership Triad™: Daily, Strategic, and Crisis Leadership

The **Leadership Triad™**—a trademark of Affinity Consulting and Training—is a versatile framework that defines three core dimensions of leadership:

1. **Daily Leadership – Leading with VALUES**
2. **Strategic Leadership – Leading with VISION**
3. **Crisis Leadership – Leading with VALOR**

As reflected on the Leadership Triad Canada site (leadershiptriad.ca), these three domains equip leaders to respond effectively across everyday operations, long-term strategy, and high-stakes situations

◆ 1. Daily Leadership – Leading with VALUES

Definition & Core Elements

Daily leadership centers on the consistent demonstration of values such as integrity, empowerment, clarity, humility, and consistency.

Key Behaviors

- Model ethical conduct and transparency
- Empower team members by delegating effectively
- Communicate clearly and consistently
- Exhibit humility—admit mistakes, seek feedback
- Follow through reliably on commitments

Contribution to Growth

- Builds high-trust environments and psychological safety
- Reinforces cultural cohesion and employee engagement
- Enhances credibility—trust strengthens over time

Common Challenges

- Inconsistency erodes trust
- Lack of self-awareness can lead to misaligned actions
- Humility may be perceived as weakness in some contexts

◆ 2. Strategic Leadership – Leading with VISION

Definition & Core Elements

Strategic leadership involves long-term thinking, defining meaningful direction, and planning for future organizational success.

Key Behaviors

- Craft and communicate a compelling vision
- Analyze external and internal environments for opportunity
- Align goals and resources with strategic priorities
- Engage stakeholders to build ownership and alignment

Contribution to Growth

- Moves beyond day-to-day operations to future-ready leadership
- Empowers strategic thinking across the organization
- Encourages innovation and adaptability

Common Challenges

- Vision without follow-through leads to cynicism
- Strategic blindness may result from insufficient market awareness
- Balancing horizon planning with present demands is complex

◆ 3. Crisis Leadership – Leading with VALOR

Definition & Core Elements

Crisis leadership demands courage, agility, and resilience in high-pressure or unexpected scenarios.

Key Behaviors

- Rapidly assess risks and determine priorities
- Communicate decisively and authentically under pressure
- Act with composure and confidence
- Learn quickly and adapt approaches as situations evolve

Contribution to Growth

- Develops crisis readiness and adaptability
- Builds resilience at both leader and team levels
- Powerful experiences that accelerate leadership maturity

Common Challenges

- Paralysis by over-analysis in urgent conditions
- Reactive decisions without situational awareness
- Excess authority concentration can stifle collaboration

Integrating the Triad: Why All Three Matter

- **Daily** leadership maximizes relational trust and operational stability.
- **Strategic** leadership builds foresight and directional clarity.
- **Crisis** leadership demonstrates presence and adaptability under pressure.

Together, they form a holistic approach adaptable to any context—from routine interactions and long-term change to unexpected challenges.

Implementing the Leadership Triad™

1. **Self-Assessment:** Evaluate strengths and gaps in each quadrant of the Everything DiSC® model.
2. **Development Planning:** Use targeted tools (e.g., Everything DiSC® Management, Work of Leaders and Agile EQ for Daily, Strategic and Crisis Leadership respectively) and coaching paths using the 4M Learning and Growth Model.
3. **Practical Application:** Embed triad practices into real roles—daily actions, quarterly planning, crisis drills.
4. **Reflect & Refine:** Review outcomes, adjust strategies, and iterate continuously.

Why It Works

- **Balanced readiness:** Leaders are equipped for routine, future-oriented, and urgent demands
- **Authentic integration:** Values, vision, and valor become hallmarks of the leadership brand
- **Developmental synergy:** Each dimension reinforces growth in the others, building robust leadership competency

In Summary

The **Leadership Triad™**—Leading with **VALUES**, **VISION**, and **VALOR**—is a structured, proprietary framework helping leaders build trustworthy environments, articulate purpose, and act decisively in crises. The result is adaptive, consistent, and courageous leadership, ready for all situations.

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- The Leadership Triad™, The Leadership Coach™ and *We Facilitate Meetings...of Minds®* – Affinity Consulting and Training.