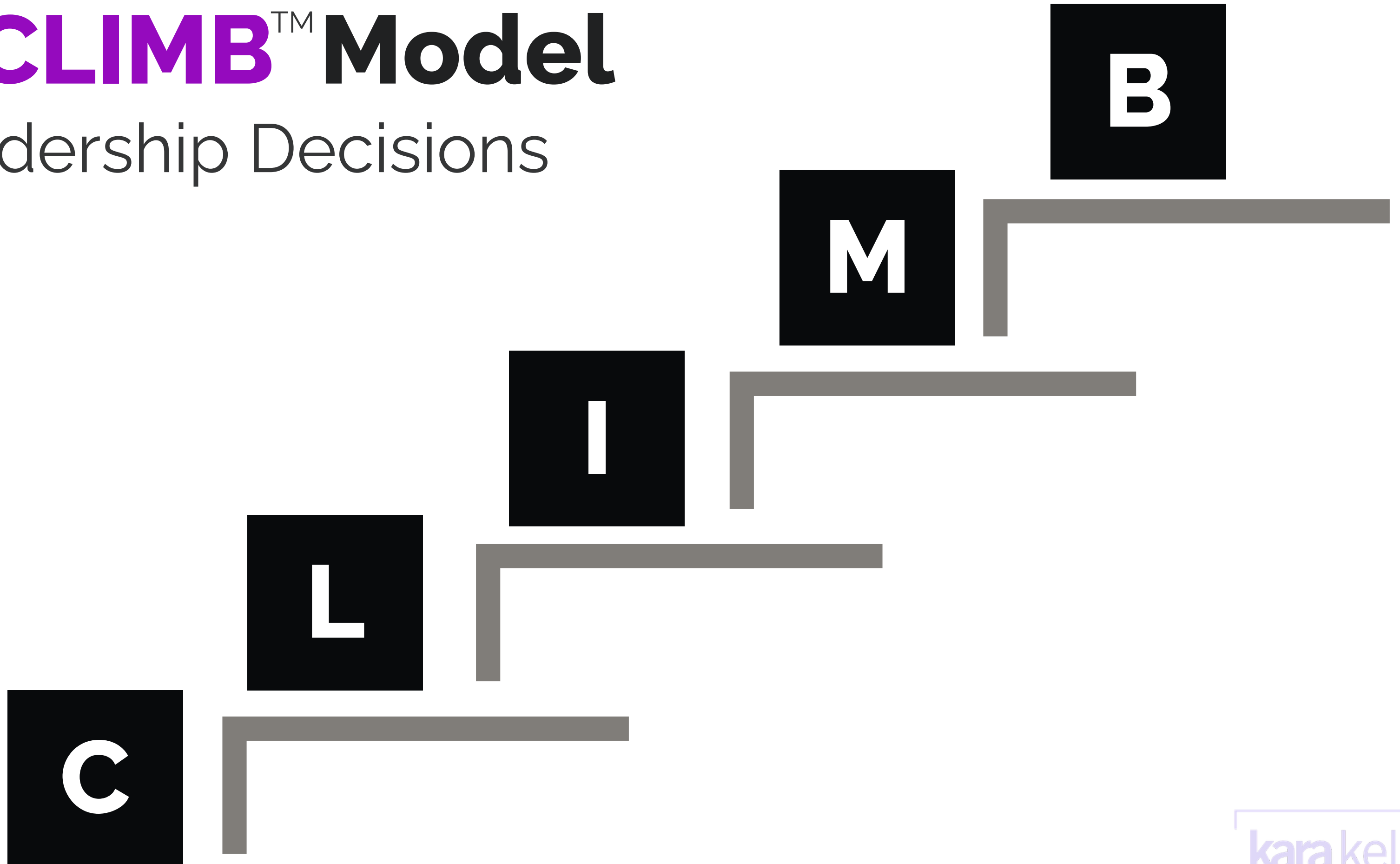
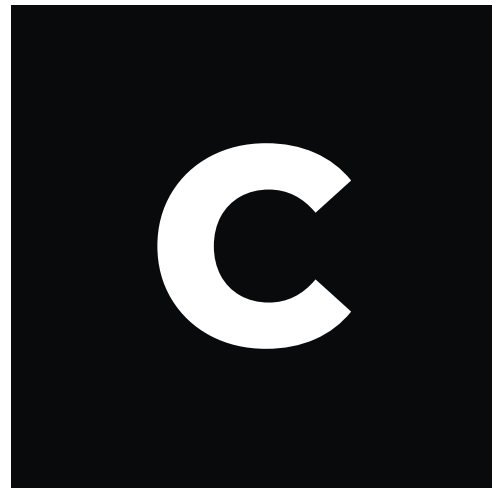


The **CLIMB**TM Model

for Leadership Decisions





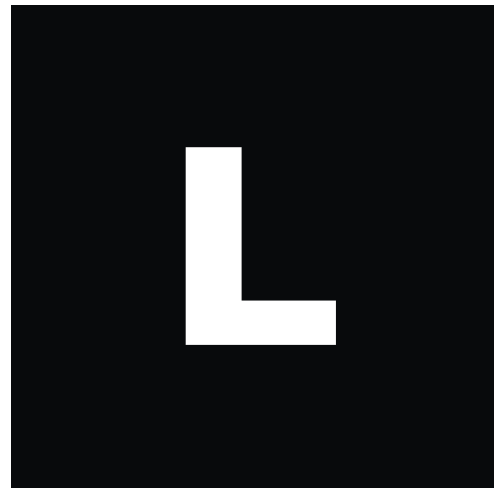
Culture Alignment

Decisions should clearly fit the established organizational culture and reflect the kind of leader you want to be.

Ask:

Should I/we do this? Is this decision consistent with other decisions made in this organization?





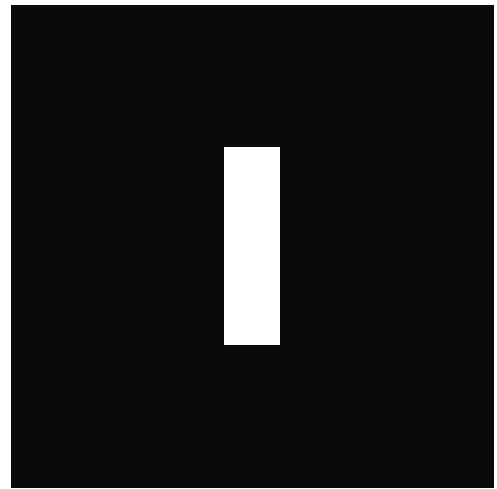
Legal Analysis

Solutions must be compliant with all applicable local, state, & federal regulations and aligned with established company policy. Seek guidance when necessary.

Research & Ask:

Can I/we do this? What steps, resources, or documentation might be required?





Issues & Outcomes

Identify any predictable issues and investigate potentially negative outcomes. Determine the most likely scenario(s).

Ask:

What might happen if I/we do this? What is the most probably result?





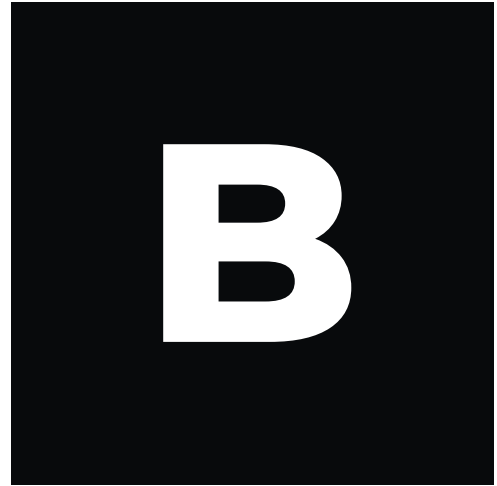
Manage Risk

Proactively mitigate anticipated issues within your/the team's control. Ensure all documentation is in place and prepare for contingencies.

Ask:

How can best I protect the organization and successfully achieve the desired results?





Balance & Buy-In

Consider the needs of your shareholders, organization, and team. Be transparent about the decision & solicit feedback to gain support.

Ask:

Does this decision align with the team/org's primary goals? Will the organization's leadership and my team support this decision?

