





# The Process of Leadership

# Defining Leadership: D-A-C

Whether or not you are a **formal leader**,  
you are most probably engaged in the  
**process of leadership.**

# Effective Leadership Model: D-A-C

**Direction:** How will we decide  
on a shared direction?

**Alignment:** How will we coordinate our  
work and resources so they fit  
together?

**Commitment:** How will we maintain commitment of  
the group?

# Effective Leadership...

## D-A-C Model



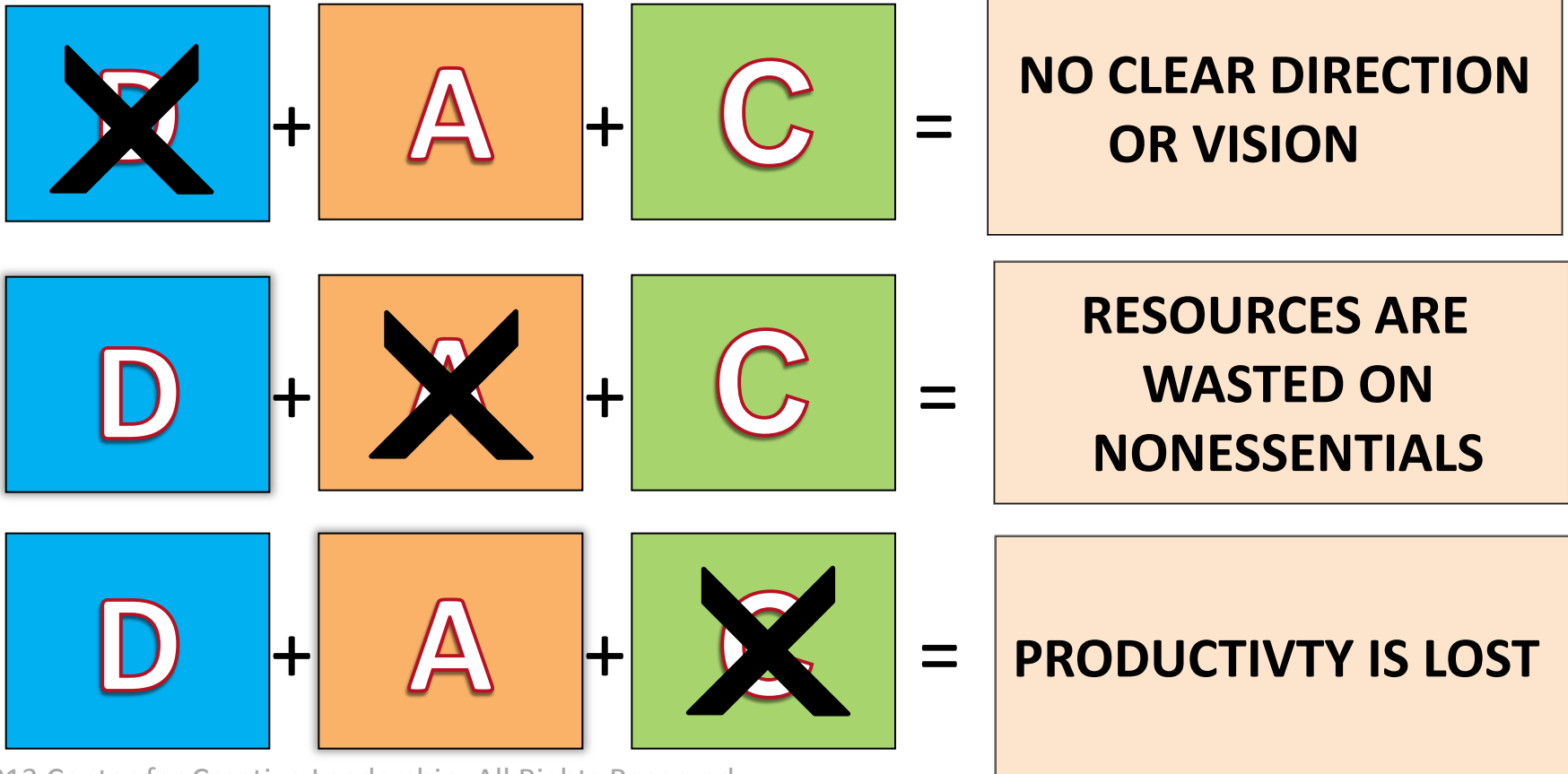
# Distinguishing Leaders from Leadership

While the role of developing  
*Direction, Alignment and Commitment*  
may fall on a leader or small group of leaders,  
*leadership is a process* rather than a person.

The process of leadership calls for shared  
agreement on *all three dimensions*.



# When any One of These is Missing...



# Applying DAC to My Workplace

Take two different colored post-it notes and on the D – A – C charts:

- *Paste a **BLUE** post-it note on the component that is working the best within Public Administration*
- *Paste a **YELLOW** post-it note on the component that most needs attention within Public Administration*
- *What do the post-it notes tell you about how the Public Administration's culture is perceived?*



