Leadership That Makes An Impact

March 5, 2026

BIG IDEA: Organizations work best when people contribute according to who they are, toward something larger than themselves.

The Leadership Challenge

Most leadership frustration isn't caused by laziness or lack of intelligence. It's caused by_____.

- Talented people in the wrong lanes.
- Teams with ability but lacking cohesion.
- Leaders who are productive but not fully aligned.

3 Perspectives of an Impactful Leader

- _____ – Who I am.
- _____ – Why I'm here.
- _____ – Where I am now.

When these three are aligned, leadership feels purposeful and effective. When they're confused, leadership becomes exhausting.

1. Identity: How I Naturally Contribute

- Identity is ***NOT:*** a title, a position, or an org chart.
- Identity ***IS:*** how you're wired, where you bring energy, and the kind of contribution you naturally make on a team.

Example: ***Working Genius***

The best leaders know what they're not good at-and hire or partner accordingly. – Marcus Buckingham

2. Calling: Why My Contribution Matters

Calling is: The long-term_____and _____behind your contribution.

It is:

- Broader than a job.
- Longer than a season.
- Often revealed through patterns.

It shows up in:

- The problems you're drawn to solve.
- The responsibilities you consistently receive.
- The work that feels meaningful beyond recognition.

Those who have a 'why' to live can bear almost any 'how.'
– Viktor Frankl

Identity explains_____I contribute. Calling explains _____that contribution matters.

3. Assignment: Where I'm Contributing Right Now

Assignment is:

- Your current role.
- Your current organization.
- Your current season.

Assignments_____. Identity and calling _____.

How the Three Work Together

- Identity_____WHO.
- Calling_____WHY.
- Assignment_____WHERE.

When aligned:

- Teams collaborate better.
- People feel valued.
- Organizations move forward.

Strength lies in differences, not in similarities. – Stephen Covey

Impactful leadership is about _____who you are, why you're here, and what the moment requires.

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470 NW 4th Ave | Boca Raton, FL 33432 | citylead.com/boca

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The Leadership Challenge

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- Teams with ability but lacking cohesion.
- Leaders who are productive but not fully aligned.

3 Perspectives of an Impactful Leader

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- ***Calling*** – Why I'm here.
- ***Assignment*** – Where I am now.

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Calling is: The long-term ***direction*** and ***meaning*** behind your contribution.

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Identity explains ***how*** I contribute. Calling explains ***why*** that contribution matters.

3. Assignment: Where I'm Contributing Right Now

Assignment is:

- Your current role.
- Your current organization.
- Your current season.

Assignments ***change***. Identity and calling ***endure***.

How the Three Work Together

- Identity ***clarifies*** WHO.
- Calling ***explains*** WHY.
- Assignment ***defines*** WHERE.

When aligned:

- Teams collaborate better.
- People feel valued.
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