

COMPLEXITY, DISTILLED. BUILT FROM 6,000+ CONVERSATIONS.

Attuned Leaders Create the Conditions for *Attuned* Teams

TACT™ is the bridge between how a leader shows up and how a team performs.

1. ATTUNE™ LEADER

How I lead



- A Awareness**
I know myself before I lead others.
- T Tone**
I communicate intentionally, with clarity and purpose.
- T Trust**
I do what I say I will do, with your best interest in mind.
- U Understanding**
I seek to understand before I seek to be understood.
- N Naming**
I name what matters and hold myself accountable.
- E Equilibrium**
I stay grounded and humble under pressure.

2. TACT™ CONDITIONS

The climate I create



- T Trust**
We feel safe and respected. We speak openly and trust that we have one another's best interests in mind.
- A Accountability**
Commitments are explicit, owned, and followed through.
- C Clarity**
People know what matters, who decides, and what is expected.
- T Truth**
Reality is surfaced early, especially when uncomfortable.

3. ATTUNE™ TEAM

How we operate together



- A Alignment**
We share a purpose and priorities.
- T Trust**
We speak up and challenge each other.
- T Truth**
We face reality, even when it is uncomfortable.
- U Understanding**
We get to the real issue.
- N Navigation**
We work through tension.
- E Execution**
We decide and deliver.

WHEN THE FOUR CONDITIONS ARE PRESENT, RESULTS MULTIPLY



Stronger
Relationships



Better
Decisions



Higher
Performance



Greater
Resilience



Sustainable
Impact