

Five Arenas Leadership Framework: Architecture



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Introduction

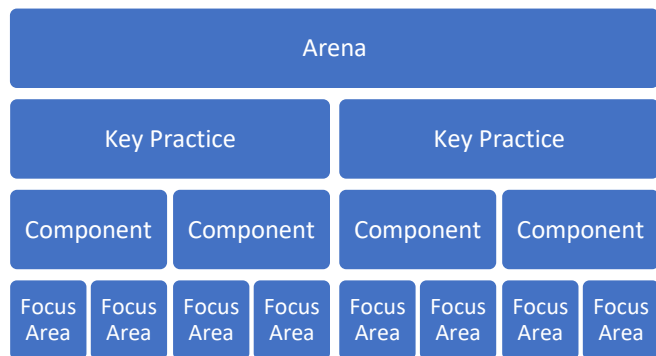
Five Arenas is focused on improving leadership impact through the development and application of healthy leadership practices. Healthy leadership practices are defined as the things leaders should **do** to have healthy impact. The Five Arenas Framework (*5A Framework*) is a comprehensive, practical, and pragmatic model of healthy leadership practices.

The practices in the *5A Framework* assist leaders to meet their challenges while influencing and enabling people to accomplish purpose (for more on this see the article: *Building the Five Arenas Leadership Framework*.)

Structure

The *5A Framework* has an easy-to-understand cascading structure:

- Each of 5 Main ARENAS of leadership contains several KEY PRACTICES,
- Each KEY PRACTICE has several linked COMPONENTS,
- Each COMPONENT consists of several FOCUS AREAS where applicable.



This structure allows organisations, leadership coaches / trainers, and individual leaders to prioritise development at the arena, key practice, component or focus area level dependant on organisation priorities and individual development needs.

Terminology

To further assist leaders, the *5A Framework* is expressed in practical terminology of ‘*what the leader must do*’ at the arena, key practice, and component level. This assists the leader to immediately understand the core of a particular topic.

5 Main Arenas

Within the *5A Framework* there are 5 main arenas that all leaders need to be proficient in:

- **Intrapersonal Leadership** – *Nurture and Strengthen the Self*
- **Directional Leadership** – *Create and Guide the Effort*
- **Managerial Leadership** – *Execute and Deliver Results*
- **Interactional Leadership** – *Engage and Develop Your People*
- **Transformational Leadership** – *Innovate and Change the Future*



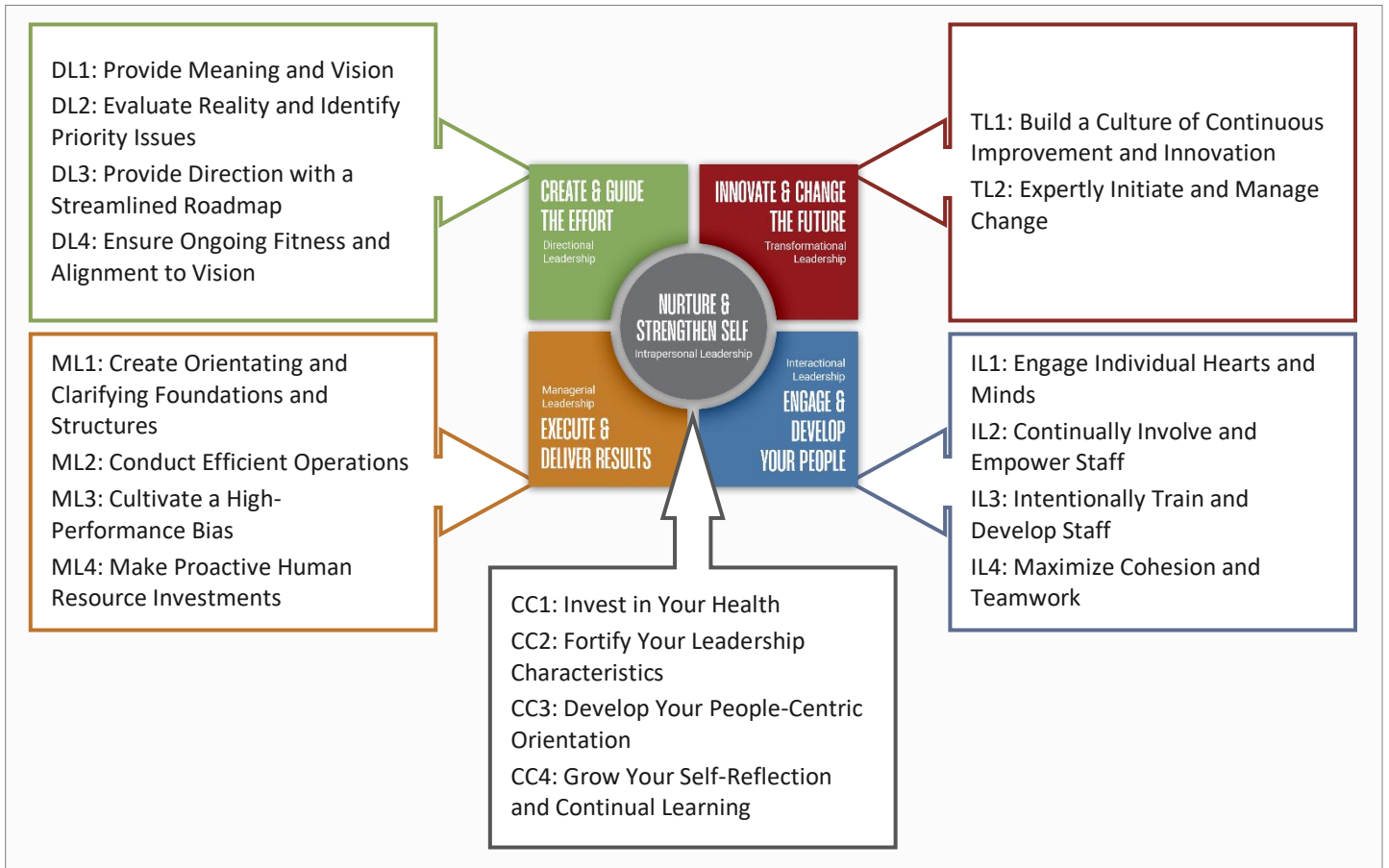
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No arena is more important than another, but a person's role and leadership function, what we call SOLA (for Scope of Leadership Accountability), will likely mean varied emphasis in each of the five arenas.

The five main arenas pictured above contain 18 key practices, shown on the next page...

18 Key Practices

There are 18 KEY PRACTICES of leadership within the five main ARENAS.



Each of the 18 key practices also has several linked components and focus areas as applicable.

In total, the 5 arenas, 18 key practices, and their related components and focus areas are comprehensive and inclusive of all foundational and cutting-edge leadership thinking.

The next page shows an example of one cascade...

5A Framework Architecture Cascade - Example

Shaded in green below is an example of how the 5A Framework architecture cascades:

- 1 Arena: *Directional Leadership*
 - 1 Key Practice of Directional Leadership: *Provide Meaning and Vision*
 - 1 Component of Provide Meaning and Vision: *Clarify DNA*
 - 3 Focus Areas of Clarify DNA: *Differentiators, Guiding principles and Values, Core Competencies*

Arena	Key Practices	Components	Focus Areas
Directional Leadership (Create and Guide the Effort)	Provide Meaning and Vision	Clarify Purpose	
		Clarify DNA	Differentiators
			Guiding Principles and Values
			Core Competencies
		Clarify Value Proposition	
		Clarify Major Goals, Targets, and Milestones	
	Illuminate Vision		
	Evaluate Reality and Identify Priority Issues		
	Provide Direction with a Streamlined Roadmap		
	Ensure Ongoing Fitness and Alignment to Vision		

Conclusion

The *5A Framework* provides a comprehensive, practical, and pragmatic model of leadership practices. The cascading structure facilitates learning as leaders can concentrate on development priorities without ignoring the big picture.

The *5A Framework* and associated tools (assessments and development resources) is used to:

- Orientate leaders to the totality of their leadership role and what is required for healthy impact
- Assess the current state of leadership practice and prioritise development – this can be done at individual, team, department, or organisation level
- Conduct targeted leadership development without losing sight of the larger context
- Connect strategic and operational priorities to the specific leadership practices and behaviours that address these priorities
- Align leadership culture and practice throughout the organisation

The *5A Framework* comprehensively covers the leadership ‘ingredients’ needed for leaders to meet their challenges while influencing and enabling people to accomplish purpose. (for more on this, see the article, “*Building the Five Arenas Framework*”).

Contact us on info@fivearenas.com for more info on how you can use the *5A Framework* in your organisation or leadership development business.