

SURRENDER *to* LEAD

Surrendered leadership is not about giving up. It is about letting go of the illusion of control so you can focus your energy where it can be most impactful and create the conditions for extraordinary results.

SHIFT

S - Stop Fighting Reality

The first dimension of surrendered leadership is about acceptance. When we fight reality—wishing things were different, replaying what should have happened, or clinging to control of people, places, or things—we drain our energy. When we stop fighting, we free ourselves to see clearly, respond wisely, and move forward.

One way I tend to resist reality is...

What is the shift you most need to make right now?

H – Have Faith

The second dimension of surrendered leadership is about trust. Faith is not blind optimism—it's a choice to release the illusion of control and lean into something larger than yourself. Surrendered leaders recognize they are not the sole source of outcomes. They have faith in their people, their process, and/or the bigger picture.

One way I struggle to have faith is...

What is the source of all good in my work and my life?

I – Identify What’s Yours

The third dimension of surrendered leadership is about accountability. Leaders who overreach try to control what isn’t theirs, while leaders who underreach avoid owning what is. Both lead to frustration. The surrendered path is clarity: identifying what is truly yours to own and stepping into it fully.

One way I overreach or misplace ownership is...

What can you control in the shift you most need to make right now?

F – Free Yourself from Fear

The fourth dimension of surrendered leadership is about shifting from fear to love. Fear drives control—it keeps us playing small, protecting ourselves, and avoiding risk. Love expands possibilities. It allows us to see others clearly, will their good, and lead from a place of courage.

One way fear shows up in my leadership is...

Imagine if you no longer had any self-interest. How would you think, act and feel?

T – Take the Next Right Action

The fifth dimension of surrendered leadership is about movement. But not just any movement— purposeful action. Many leaders fall into the Action Trap: doing more, faster, harder, believing activity equals results. The surrendered leader resists that trap. Instead of chasing endless tasks, they pause, connect to purpose, and ask: What is the next right action?

One way I slip into overdoing (the Action Trap) is...

For your shift, what will you do, by when?

Spend 30 minutes with our subject-matter expert senior partners to discuss and address your organization’s challenges through specific culture recommendations to change the entire trajectory of your organization.

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