

THE ALEGNA LEADERSHIP FRAMEWORK

A practical system for leading people, decisions, and organizations with intention

A — Alignment

Know yourself. Know your environment. Know the impact you have.

Self-awareness is the foundation of leadership. Exceptional leaders understand their strengths, blind spots, emotional triggers, and the dynamics around them. Alignment allows leaders to respond with intention rather than react emotionally.

L — Leadership Presence

How you show up sets the tone

Leadership presence is not about authority — it is about composure, clarity, confidence, and consistency. People take cues from how a leader enters a room, handles conflict, and communicates under pressure.

E — Emotional Intelligence

Read the room. Manage yourself. Understand others.

Leaders must navigate personalities, conflict, morale, and motivation with empathy and control. Emotional

intelligence builds trust, diffuses tension, and strengthens teams.

G — Governance & Decision-Making

Structure creates clarity. Clarity creates confidence.

Strong leaders build systems, define expectations, and make timely, ethical decisions aligned with the mission. Governance provides the framework that allows teams to perform.

N — Navigation: Influence & Strategy

Direction with diplomacy.

Leaders influence without force, build alliances, and move organizations forward with strategic intention. Navigation is knowing when to push, when to listen, and when to adapt.

A — Accountability & Action

Vision requires execution.

Leadership is measured by follow-through, ownership, and results. Accountability turns plans into meaningful outcomes.

The Alegna Principle – Leadership is not a title.

It is a discipline practiced daily through alignment, presence, intelligence, governance, navigation and action

***Alegna Strategy, LLC** - Building better leaders. Building stronger organizations.*