

# Organizational Champions

Thompson (2009) identifies five core principles that make organizational champions leaders who are both effective and successful.

## What to Expect from Organizational Champions

Principles	What to Expect
Leadership	<ul style="list-style-type: none"><li>• Decision-making based on interprofessional and discipline specific competencies.</li><li>• Mission-oriented, principle-based thinking.</li><li>• Strategies for moving beyond what is established to what is possible.</li><li>• Positivity and motivation in the workplace.</li></ul>
Relationships	<ul style="list-style-type: none"><li>• Trust and concern.</li><li>• Communication and negotiation for developing mutual beneficial relationships.</li></ul>
Execute Vision	<ul style="list-style-type: none"><li>• Connect with stakeholders.</li><li>• Adapt to demand and change.</li><li>• Recognize weakness in themselves and put strategies or people in place to provide counter balance.</li><li>• Seek involvement of others throughout the vision forming process.</li><li>• Think systematically considering all the elements and their collective impact.</li></ul>
Survival through Challenges	<ul style="list-style-type: none"><li>• Act according to beliefs, values and principles.</li><li>• Maintain consistent action throughout challenges and hard times.</li><li>• Create and recognize opportunities and achieve the goals within them.</li></ul>



Connection with Others through Emotional Energy.

- Engage personally before they can inspire others.
- Allow the team to see their true selves, their vulnerabilities and concerns.
- Know how to use and engage their emotions, not suppress them.

Adapted from: "What distinguishes extraordinary leadership?" by M. Thompson, 2009, *The Organizational Champion: How to Develop Passionate Change Agents at Every Level*, pp.13-32.

