

The GEM Model for Building Your Panoramic Leadership

Tackle persistent challenges. Achieve ambitious goals. Transform your organization.

GET UP CLOSE

Embrace Uncertainty

- Interrupt your natural autopilot thinking
- Check your assumptions

Widen Your Field of View

- Consider new ideas and competing perspectives
- Shift your vantage points

Engage New Stakeholders

- Look beyond the familiar
- Ask: Who's not at the table?

ESTABLISH MEANINGFUL BONDS

Use Courageous Curiosity

- Explore comfort in discomfort
- Develop your optimistic fear

Find Common Ground

- See the potential for allies
- Open your door to evolving views

Build Lasting Relationships

- Commit to overcome distrust of your motives
- Elevate your quality of contact

MAP YOUR EVOLVING PERSPECTIVE

Revise Your Mental Map

- Examine your loyalties
- Resolve your blind spots

Refract Your Insights Outward

- Reframe differing perspectives as assets
- Translate perspectives to create a unifying map

Align Your Stakeholders

- Identify landmarks—key challenges and opportunities—to anchor your exploration
- Continue to evolve your and your team's shared understanding

Learn more about the Panoramic Leadership Framework and how it can help you in [The Panoramic Leader](#) by Cornelia Choe & Marshall Goldsmith