

# Stephanie CHUNG

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## YOU E.A.R.N. BEING AN *ally*.

**E** Establish an environment where everyone feels seen, valued, and heard.

*Create a place where they can share everyone's thoughts and ideas and question the status quo, without fear of retaliation. I've been in rooms where someone brilliant had an idea—but didn't feel safe enough to speak up. That's not a talent issue. That's a leadership issue.*

**A** Assure alignment. Everyone needs to know how the company wins—and how their work contributes to that win.

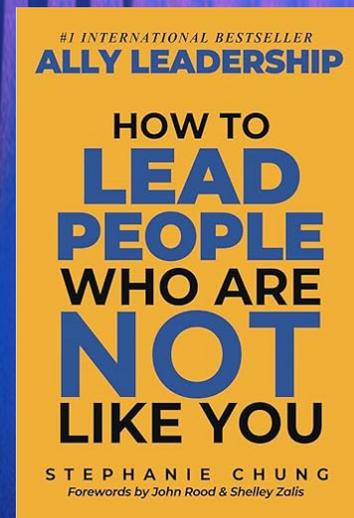
*This week, I challenge you to ask five people in your company: What business are we in? How do we make money? How does what you do contribute to how the company wins? You might be surprised at the answers. Misalignment is expensive.*

**R** Rally the troops. People don't follow to-do lists, they follow vision.

*Give them a mission they care about — something bigger than their task list, something that gets them excited to show up and deliver.*

**N** Navigate.

*Your team needs to know: Where are we going and why? How are we getting there, and by when? And because every business and ministry encounters turbulence, they need to understand what's the backup plan for when the rough air hits?*



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