

# The “I Got This” Strategy for Contemporary Leadership

*A Prelude to Legacy Leadership®*

*by Gary Patterson, MCC*

In today’s modern vernacular, few phrases capture the cultural imagination of leadership quite like the confident declaration: “**I got this.**”

It is a statement of assurance, capability, and comprehensive readiness. When someone says, *I got this*, what they are really announcing is that they possess — within themselves — the clarity, commitment, and competence needed to meet the moment. It is a holistic posture, a full-bodied way of showing up that marries mindset and behavior in a seamless display of confidence.

But this raises an essential question for today’s leaders: **Is there a leadership model or system robust enough to cultivate that kind of posture — where a leader genuinely *has* what is required, not through bravado but through embodied capability?**

Is there a strategy that can form within a leader both the intellectual architecture and behavioral integration to say, with integrity and humility, “*I got this*” — *not as an act of ego, but as an expression of service?*

Legacy Leadership®, developed by **Lee Smith and Jeannine Sandstrom**, answers that question with a resounding yes.

Legacy Leadership is not merely another leadership trend. It is not a collection of inspirational slogans or a loose assortment of best practices. It is a **comprehensive, principle-driven system** — a model that anchors leaders in a mindset of service, equips them with reproducible behaviors, and orients their daily actions toward forming other leaders. Its brilliance lies in its simplicity and its depth:

**Legacy Leadership empowers leaders to show up as servants, to lead with purpose, and to build their legacy not someday — but every single day, in every single interaction.**

Most leadership models speak of legacy as something one *leaves behind*. Legacy Leadership shifts the paradigm. Here, legacy is not a future artifact — it is a **present practice**. It is created in real time. It is lived, not waited for. It is embedded in habits, behaviors, conversations, and choices. A Legacy Leader does not hope to leave a mark — they **intentionally make one**, moment by moment, through their impact on people.

This model offers leaders something rare: a framework that is both aspirational and actionable, philosophical and practical, timeless and contemporary. It is the closest expression in leadership theory to a fully formed “**I got this**” system — not because the leader becomes self-sufficient, but because they become deeply grounded in principles that generate clarity, confidence, humility, and sustainable influence.

*So, get ready.*

*Watch closely.*

Because as you walk into the next pages of this study, you are about to see what it means for a leader to truly “*get it.*” And by the time you walk away, our desire is simple and bold:

*That you will know — deeply, confidently, and humbly — what you have when you embrace Legacy Leadership.*

With that brief teaser... let us now turn to the robust, transformative system of **Legacy Leadership®**, a model designed to reproduce leaders who serve, influence, and elevate others — day by day — by the legacy they intentionally live.

## Historical Context: The Birth of Legacy Leadership®

### The Evolution of the Model

Legacy Leadership® was developed out of more than 40 years of combined work in executive coaching, corporate leadership development, and organizational consulting undertaken by **Dr. Jeannine Sandstrom** and **Dr. Lee Smith** through CoachWorks® International.

Their work with senior leaders, leadership teams, and organizational systems led them to notice something:

- Great leaders, across industries and cultures, tended to embody a **common core of practices**.
- These practices were not just about performance metrics; they consistently **changed people, cultures, and future leaders**.

They codified these patterns in their book *Legacy Leadership: The Leader’s Guide to Lasting Greatness*, now in its second edition.

From the beginning, they insisted on a radical premise, explicitly stated in their work:

Legacy in leadership is **not** primarily about leaving something behind – it is about **living your legacy now**, every day, through how you lead, serve, and develop others.

The model crystallized into:

- **Five Legacy Leader Best Practices** (each with a BE identity word plus two DO domains), and
- **Fifty Critical Success Skills** (ten measurable, behavioral skills per Best Practice).

These are not abstract ideals; they are robust, coachable behaviors that can be assessed, practiced, and embedded into organizational culture.

## The Architects: Dr. Jeannine Sandstrom and Dr. Lee Smith

### Dr. Jeannine Sandstrom

Dr. C. Jeannine Sandstrom is widely recognized as one of the founders of contemporary professional coaching practice and systemic leadership development.

Key elements of her story:

- **Academic and professional foundation:**  
With a doctorate in Human Resource Development, she built a career grounding leadership work in both research and practical application. Her work has included leading multiple national management development consultancies before launching CoachWorks International.
- **CoachWorks® International (Founder & CEO):**  
As founder and CEO of CoachWorks®, Sandstrom focused on strategic leadership, leader–team development, and executive coaching, designing **Legacy Leadership® Institutes** to help leaders embed these practices into culture.
- **Corporate Coach U and early coach education:**  
Jeannine is a **founding board member of Corporate Coach U (CCU)**, one of the earliest and most influential corporate/executive coach-training organizations, closely linked historically with Coach U founded by Thomas Leonard. She co-authored extensive training curricula for CCU, shaping foundational coaching methods still used today.
- **Thought-leadership in ICF and the profession:**  
She co-convened an **Executive Coach Summit for the International Coach Federation (ICF)** specifically to help clarify and distinguish executive coaching as a profession. She is recognized in coaching history literature as an “early settler,” helping build the field’s credibility and founding key professional structures.
- **Ongoing impact:**  
Today she continues as a globally experienced executive coach and Master Certified Coach (MCC), designing leadership institutes and contributing to scholarship on leadership, coaching, and organizational transformation.

### Dr. Lee Smith

Dr. Lee Smith is likewise a pioneer in executive coaching and leadership development.

- **Executive Leader Coach & President of CoachWorks:**  
Dr. Smith is a highly experienced Executive Leader Coach and served as President of CoachWorks, specializing in senior leaders and leadership teams seeking strategic impact and sustained culture change.
- **Instrument and model developer:**  
Together with Sandstrom, she co-developed several key tools widely used in coaching and leadership development, including:
  - **Legacy Leadership®** (the full model)

- **Legacy Leadership Competency Inventory (LLCI)** – 360 and self-assessment versions
- **Professional Communication Styles Inventory (PCSI)**, the first communication-style tool developed explicitly by coaches for coaching contexts
- The **Coaching Conversation™ Model**, which became a core element in Corporate Coach U and Corporate Coach U’s Coaching Clinic®.
- **Bridge to early coach education:**  
Dr. Smith served on the **Board of Directors of Corporate Coach U**, shaping curricula and helping align practice standards with emerging ICF expectations.

Together, Sandstrom and Smith’s partnership at CoachWorks International contributed not only a leadership model, but a whole ecosystem of **coach training, leadership tools, and professional standards** that influenced the evolution of ICF and corporate coaching worldwide.

## **CoachWorks, Coach U, the ICF, and Thomas Leonard**

### **CoachWorks® and Corporate Coach U**

CoachWorks® International operated in close relationship with early coach education movements. Two key intersections:

1. **Corporate Coach U (CCU)**
  - Sandstrom was a founding board member of CCU and co-authored its extensive training courses.
  - Lee Smith served on CCU’s board and co-developed tools used in CCU’s leadership and corporate offerings.
2. **The Coaching Conversation™ & Coaching Clinic®**
  - Sandstrom and Smith developed the **Coaching Conversation™ Model** in 1997, later adopted and continually updated by Corporate Coach U as a core framework for coaching conversations in leadership and organizational settings.
  - This model undergirded the **Coaching Clinic®**, a widely known two-day program for managers and leaders to learn coaching skills.

### **Relationship to Thomas Leonard and the ICF**

- **Thomas Leonard**, the founder of Coach University and co-founder of the **International Coach Federation**, is broadly recognized as a “pioneer” of coaching.
- Corporate Coach U (CCU) grew in the same ecosystem as Coach U, and its board and faculty — among them Sandstrom and Smith — helped extend coaching methodology into corporate and executive contexts.
- Historical analyses of coaching identify **Sandstrom** (and by association her close collaborator Smith) as early “settlers” who:
  - built credibility for the field,
  - helped found or stabilize early “trade organizations” such as the ICF and other consortia, and
  - contributed to the systematization of coach training and credentialing.

While the exact day-to-day working relationship between Thomas Leonard and Sandstrom/Smith is not exhaustively documented in public sources, their contributions clearly **interlocked** with his:

- Leonard seeded **coach training, credentialing, and the ICF**.
- Sandstrom and Smith helped **translate and extend those emerging coaching standards into executive and organizational leadership**, building curriculum, institutes, summits, and sophisticated models such as Legacy Leadership®.

## **Legacy Leadership®, ICF Core Competencies, and Servant Leadership**

### **Alignment with ICF Core Competencies**

Legacy Leadership® is inherently coachable. Its Best Practices and Critical Success Skills map naturally onto **ICF Core Competencies**, for example:

- **Being: Holder / Creator / Influencer / Advocate / Calibrator**  
↔ ICF Competencies 2 and 4 (Embodies a Coaching Mindset; Cultivates Trust and Safety).
- **Vision, Values, Collaboration, Innovation, Inspiration, Leadership, Differences, Community, Responsibility, Accountability**  
↔ Competencies 1, 3, 5–8 (Demonstrates Ethical Practice; Establishes and Maintains Agreements; Maintains Presence; Listens Actively; Evokes Awareness; Facilitates Client Growth).

The **Critical Success Skills** read almost like applied PCC markers:

- They specify how leaders **listen, ask questions, co-create awareness, design actions, build accountability, and develop others**—the essence of professional coaching in action.

Because of this, coaches can use Legacy Leadership:

- as a **developmental framework** for coaching leaders,
- as a **shared language** for coaching contracts (macro- and micro-contracting),
- and as a **lens** for supervision and reflective practice.

### **Underpinnings in Servant Leadership**

Sandstrom and Smith are explicit that Legacy Leadership is grounded in, among other theories, **Servant Leadership** (Robert Greenleaf), **Transformational Leadership**, and systems thinking.

Greenleaf described servant leadership this way:

“The servant-leader is servant first... It begins with the natural feeling that one wants to serve, to serve first.”

Legacy Leadership® takes that heart and asks:

- How do you **structure** servant leadership into **repeatable practices**?
- How do you **measure** it, coach it, and embed it in **organizational culture**?
- How do you ensure that people **grow healthier, wiser, freer, more autonomous, and more likely themselves to become servants**?

The answer: the **Five Best Practices** and their **Fifty Critical Success Skills**. When coached and lived consistently, these practices:

- Improve ROI through clarity, alignment, collaboration, and high accountability.
- Simultaneously transform the *way* leaders lead — into servant leaders who:
  - focus on others’ growth,
  - build community,
  - share power responsibly,
  - and live their legacy **daily**, not merely in retirement tributes.

Legacy is therefore not a monument you leave; it is the **ongoing pattern of being and doing** that shapes people and systems while you’re very much alive.

## The Five Legacy Leader Best Practices

### (BE words and DO words)

Each Legacy Best Practice has:

- **One BE word** – an identity stance, a way of “being” as a leader.
- **Two DO words** – the behavioral domains where that identity shows itself day-to-day.

So, across the model we have:

- **Five BE words:**
  1. Holder
  2. Creator
  3. Influencer
  4. Advocator
  5. Calibrator
- **Ten DO words** (two per practice):
  1. Vision
  2. Values
  3. Collaboration
  4. Innovation
  5. Inspiration

6. Leadership
7. Differences
8. Community
9. Responsibility
10. Accountability

We'll now walk through each Best Practice, define the BE and DO elements, and then list **ten Critical Success Skills** drawn from Sandstrom & Smith's own work (paraphrased and grouped under that Best Practice).

## **Best Practice 1: HOLDER of VISION and VALUES™**

**BE word: Holder – DO words: Vision & Values**

### **Being a HOLDER**

To **be a Holder** is to:

- Guard and **carry** the organization's vision and values in your own mind, heart, and behavior.
- Treat them not as wall posters, but as an internal compass for every decision.

A Holder is:

- Steady, grounded, principle-centered.
- Personally accountable to keep vision and values from fading into the background.

### **Doing: VISION**

**Vision** is the picture of a preferred future — why we exist, where we are going, and what impact we are intended to have.

In this practice, doing “vision” means:

- Keeping the long-term direction visible in daily decisions.
- Translating vision into strategy, milestones, and actionable goals.

### **Doing: VALUES**

**Values** are the non-negotiable principles that govern how we behave as we pursue the vision.

Doing “values” means:

- Embedding ethical standards and culture-shaping norms into operations, decisions, and relationships.
- Ensuring the “how” is as important as the “what.”

## Ten Critical Success Skills for “Holder of Vision and Values”

Paraphrased from Sandstrom & Smith’s official list of ten Critical Success Skills for Best Practice 1:

1. **Continuously highlight vision and values**  
Regularly reference them in meetings, communications, and decision points so they remain alive and front-of-mind.
2. **Model the guiding principles in all interactions**  
Show visibly that your own behavior is governed by the stated values—especially under pressure.
3. **Integrate the vision into your personal role**  
Understand exactly how your position contributes to the bigger picture, and align your daily work accordingly.
4. **Create and sustain a strategic path to the vision**  
Lead or support a clear strategic plan that connects today’s decisions to long-term goals.
5. **Help others connect their roles to the vision**  
Work with team members to translate the vision into their daily responsibilities and performance expectations.
6. **Set measurable milestones tied to the vision**  
Use goals, benchmarks, and metrics that explicitly reflect progress toward the desired future.
7. **Embed values in systems and processes**  
Ensure that policies, performance systems, and business practices reflect and reinforce the stated values.
8. **Clarify and live your personal values**  
Know your own core values and ensure that you “walk the talk” personally, not just organizationally.
9. **Prioritize developing others**  
Treat leader development as a core part of living the values—especially values around growth, respect, and stewardship.
10. **Communicate and sustain processes that support vision and values**  
Build communication rhythms and operational processes that keep vision and values from becoming slogans; they should show up in how work really gets done.

In coaching terms, Best Practice 1 aligns strongly with ICF competencies around **Ethical Practice, Establishing Agreements, and Embodying a Coaching Mindset**—the leader’s internal stance and consistent behavior become the living curriculum of the organization.

## Best Practice 2: CREATOR of COLLABORATION and INNOVATION™

BE word: Creator – DO words: Collaboration & Innovation

### Being a CREATOR

To be a Creator is to:



- Have a reflexive habit of **making space** where collaboration and innovation can appear.
- Actively generate environments in which people feel safe enough to share ideas, disagree constructively, and experiment.

This is not merely “being creative”; it is **creating conditions** for others to think and work creatively together.

## Doing: COLLABORATION

**Collaboration** here means:

- Building partnerships and cross-boundary relationships where people think and act together toward shared goals.
- Designing processes and norms that support input, joint ownership, and shared credit.

## Doing: INNOVATION

**Innovation** means:

- Generating and implementing new approaches, products, services, or processes that add value.
- Encouraging experimentation, learning from failure, and thinking beyond existing constraints.

## Ten Critical Success Skills for “Creator of Collaboration and Innovation”

Paraphrased from Sandstrom & Smith’s ten Critical Success Skills for Best Practice 2:

1. **Generate sound, creative possibilities**  
Routinely offer and invite new, practical ideas that could move the organization forward.
2. **Cultivate a trusting, learning-focused environment**  
Build climates where people feel safe to share, challenge, and experiment together.
3. **Listen deeply—to what is said and unsaid**  
Practice high-level listening that hears words, tone, body language, and the silence in between.
4. **Be comfortable not knowing the answer**  
Model curiosity and learning by acknowledging you don’t know it all and inviting others’ perspectives.
5. **Draw out differing viewpoints and treat disagreement as learning**  
Encourage constructive conflict and teach people to see difference as an asset, not a threat.
6. **Ask timely, challenging questions with a systems view**  
Pose big, courageous questions that consider the broader context and long-term implications.

7. **Set the tone for future-oriented thinking**  
Encourage people to look beyond the present crisis or task and imagine what could be next.
8. **Anticipate how ideas will play out**  
Help the team think through downstream implications of new ideas on the organization and marketplace.
9. **Discern when change is truly needed**  
Recognize when to push for change and when to hold steady—and help others understand the difference.
10. **Skillfully facilitate conversations where everyone contributes**  
Lead meetings and dialogues so that the “quiet wisdom in the room” is heard and included.

Coaches working with this Best Practice are effectively coaching leaders in **team coaching skills**: listening, evoking awareness, designing collaborative actions, and building psychological safety (ICF competencies 5–8).

### **Best Practice 3: INFLUENCER of INSPIRATION and LEADERSHIP™**

**BE word: Influencer – DO words: Inspiration & Leadership**

#### **Being an INFLUENCER**

To **be an Influencer** is to:

- Recognize that you cannot **not** influence; your presence, mood, language, and choices always affect others.
- Consciously choose to be a **positive, uplifting influence**—even in difficult circumstances.

This is influence rooted in character and service, not manipulation.

#### **Doing: INSPIRATION**

**Inspiration** in this practice means:

- Connecting with people at a heart level.
- Communicating in ways that generate hope, energy, and meaning.

#### **Doing: LEADERSHIP**

**Leadership** here is:

- Not a title, but a capacity to mobilize others for shared goals.
- The ability to help others see their significance, step into responsibility, and grow into their own leadership.

## Ten Critical Success Skills for “Influencer of Inspiration and Leadership”

Paraphrased from the ten Critical Success Skills for Best Practice 3:

1. **Build and sustain strong relationships**  
Make relationship-building a central priority; invest time, attention, and care in people.
2. **Use emotional intelligence and positive energy intentionally**  
Notice your own and others’ emotions; choose responses that regulate the emotional climate and lift people up.
3. **Model a constructive, hopeful perspective**  
Consistently look for possibility, learning, and opportunity in situations—and do so publicly.
4. **Draw out people’s best strengths**  
Notice and call forth others’ talents, and position them where those strengths can shine.
5. **Regularly recognize contributions and qualities**  
Offer meaningful, specific appreciation for both results and character.
6. **Delegate for development, not just efficiency**  
Give people stretch assignments that build their capacity, not merely tasks that clear your inbox.
7. **Showcase others rather than yourself**  
Direct attention, accolades, and opportunities toward team members whenever possible.
8. **Demonstrate courageous, risk-taking leadership**  
Take wise risks for the sake of the mission and invite others to join you.
9. **Make tough decisions with minimal harm**  
Face difficult choices with clarity and compassion, seeking solutions that minimize damage and respect people.
10. **Lead with humility and steadfast resolve through others**  
Combine a servant-leader posture with strong commitment to outcomes—accomplishing goals *through* people, not at their expense.

This Best Practice is where Legacy Leadership most obviously aligns with **Greenleaf’s servant leadership**: the leader serves first, then leads, asking, “Do those served grow as persons? Do they become more likely to become servants themselves?”

## Best Practice 4: ADVOCATOR of DIFFERENCES and COMMUNITY™

**BE word: Advocate – DO words: Differences & Community**

### Being an ADVOCATOR

To be an Advocate is to:

- Take a stand for people, principles, and causes—even when it is risky.
- Have sufficient clarity about “what is right” to support and defend it consistently.

An Advocate is not merely tolerant; she is a **courageous champion**.

## **Doing: DIFFERENCES**

**Differences** here refers to:

- Diversity of background, style, perspective, function, and identity.
- Treating differences as strategic assets rather than problems to be managed away.

## **Doing: COMMUNITY**

**Community** means:

- A sense of belonging, shared identity, and mutual responsibility.
- A culture where people feel seen, included, and interdependent.

## **Ten Critical Success Skills for “Advocator of Differences and Community”**

Paraphrased from the ten Critical Success Skills for Best Practice 4:

1. **Stand up for people, practices, and causes that matter**  
Be willing to voice support and take visible positions when fairness, ethics, or dignity are at stake.
2. **Mentor and elevate others’ visibility**  
Intentionally develop people and give them platforms to be seen and heard.
3. **Champion a strengths-based culture**  
Focus conversations and systems on what people do well, not primarily on deficits.
4. **Become a discerning “talent connoisseur”**  
Learn to recognize and utilize each person’s best contributions, often hidden beneath surface roles.
5. **Intentionally build diverse teams**  
Resist the comfort of homogeneity; include people with varied approaches, identities, and skills.
6. **Create cross-functional opportunities**  
Design projects and assignments that bring different departments and disciplines together.
7. **Promote collaboration across silos**  
Challenge territorialism and encourage shared ownership and shared wins.
8. **Consider community-level impact of decisions**  
Look beyond the organization to see how decisions affect customers, partners, neighborhoods, and society.
9. **Maintain active dialogue with internal and external communities**  
Stay in conversation with stakeholders; listen, respond, and adapt.
10. **Create truly inclusive environments**  
Shape meetings, norms, and systems so that people of varied perspectives feel welcome, valued, and united around a common focus.

For coaches, this Best Practice opens powerful conversations about **DEI, systems awareness, and ethical impact**—all nested within ICF’s focus on respect, inclusion, and human dignity.

## **Best Practice 5: CALIBRATOR of RESPONSIBILITY and ACCOUNTABILITY™**

**BE word: Calibrator – DO words: Responsibility & Accountability**

### **Being a CALIBRATOR**

To be a Calibrator is to:

- Act like a human thermostat—continually reading the environment and adjusting to keep the system aligned with vision, values, and standards.

A Calibrator:

- Notices deviations early.
- Makes timely, wise adjustments.
- Holds themselves and others to meaningful standards.

### **Doing: RESPONSIBILITY**

**Responsibility** involves:

- Owning the outcomes of one’s role and decisions.
- Ensuring that people understand and embrace the responsibilities tied to their roles.

### **Doing: ACCOUNTABILITY**

**Accountability** means:

- Establishing clear expectations, measures, and consequences.
- Creating a culture in which people account for their commitments and learn from results.

## **Ten Critical Success Skills for “Calibrator of Responsibility and Accountability”**

Paraphrased from the ten Critical Success Skills for Best Practice 5:

1. **Execute the strategic plan with appropriate controls**  
Drive the plan forward and ensure checks, reviews, and risk controls are in place.
2. **Stay close to organizational “vital signs”**  
Keep your finger on the pulse of key metrics and milestones; know where things really stand.

3. **Clarify roles and their connection to strategy**  
Ensure each person knows what success looks like in their role and how it supports larger goals.
4. **Expect and support peak performance**  
Set high standards and provide people with resources, tools, and coaching to meet them.
5. **Offer regular feedback and take action on underperformance**  
Give timely, constructive coaching, and address chronic gaps directly but respectfully.
6. **Define clear accountabilities for yourself and your organization**  
Document who is responsible for what, and ensure mutual understanding.
7. **Maintain actionable plans with milestones and contingency paths**  
Use plans that include benchmarks and built-in points for adjustment as conditions change.
8. **Model a healthy sense of urgency**  
Demonstrate timely action—neither frantic nor complacent, but purposeful and responsive.
9. **Monitor trends and recalibrate**  
Watch internal and external trends and revise strategies or plans when needed.
10. **Secure commitment and align consequences and rewards**  
Make sure people have truly committed to goals and that recognition, rewards, and consequences align with agreed accountabilities.

In ICF terms, this Best Practice speaks to **Facilitating Client Growth** and **Managing Progress and Accountability**—only now applied to entire organizations.

## **Legacy Leadership as Daily Practice, Not Deferred Inheritance**

Legacy is **not** primarily something you “leave” at the end of life. Legacy is something you **are** and **do** every day, in ways that reproduce yourself in others for sustained personal and organizational results.

Legacy Leadership® takes that premise and operationalizes it:

- The **BE words** shape the inner stance of the leader: Holder, Creator, Influencer, Advocate, Calibrator.
- The **DO words** identify domains where behavior must align with that stance: Vision, Values, Collaboration, Innovation, Inspiration, Leadership, Differences, Community, Responsibility, Accountability.
- The **50 Critical Success Skills** convert all of this into daily, observable patterns of behavior that can be coached, measured, and multiplied.

As leaders live these practices:

- Cultures shift from compliance to commitment.
- ROI improves as trust, clarity, collaboration, and accountability increase.
- Most importantly, leaders **pour themselves into other leaders** — the very heart of legacy.

This is where Legacy Leadership, ICF competencies, and Greenleaf's servant leadership fold into one another: leaders serve, coach, and calibrate in ways that **cause others to grow, become freer, more capable, and more likely to serve and lead others.**

## A Recommendation and a Challenge to Coaches

For coaches—especially those in leadership, executive, and team coaching — Legacy Leadership® can and should be:

- **A method:**  
A structured framework for contracting, coaching, and measuring growth around concrete leadership practices.
- **A model** in your internal “phylactery”:  
Picture, as you said, that inner “phylactery” in the middle of your mind—like a rabbi's box at the center of a Jewish forehead, full of scrolls, frameworks, and lived wisdom. Legacy Leadership® becomes one of those central scrolls:
  - You run your **own leadership** through its lens.
  - You invite clients to do the same.
  - You use the Best Practices and Critical Success Skills as a **shared map** for coaching journeys.
- **A lens for supervision and reflection:**  
When you supervise or mentor coaches, you can ask:
  - How did the coach help the client be more of a Holder, Creator, Influencer, Advocate, or Calibrator in this session?
  - Which Critical Success Skills did the client experiment with?
  - What impact did that have on culture, people, and results?

## The Final Challenge

So here is the invitation:

Don't wait for retirement speeches to find out what your legacy is.  
Let your legacy **leak out of you** every morning when your feet touch the floor.

Be the **Holder** whose quiet integrity keeps vision and values from drifting.  
Be the **Creator** who opens spaces where ideas and people collide into something new.  
Be the **Influencer** whose presence leaves people more hopeful and more courageous than you found them.

Be the **Advocator** who stands in the doorway when others would be pushed out.  
Be the **Calibrator** who gently, firmly, relentlessly aligns people and systems with what is right and what is possible.

As a coach, don't just teach this.

**Live it.**

Let every session, every question, every silence become a small act of legacy.

Because in the end, you are not simply leaving a legacy.

You are **becoming** one —

in real time,

in real relationships,

in cultures that will keep telling the story long after your own voice has gone quiet.