

Q RITS
2026

> LEAD

INNOVATE

OPTIMIZE

THE NEW LEADERSHIP PLAYBOOK

INSIGHTS FROM BARRETT VALUES
CENTER

THE LEADERSHIP REALITY FOR IT TODAY

***It's a New Reality:
Complexity, Speed,
Expectations***

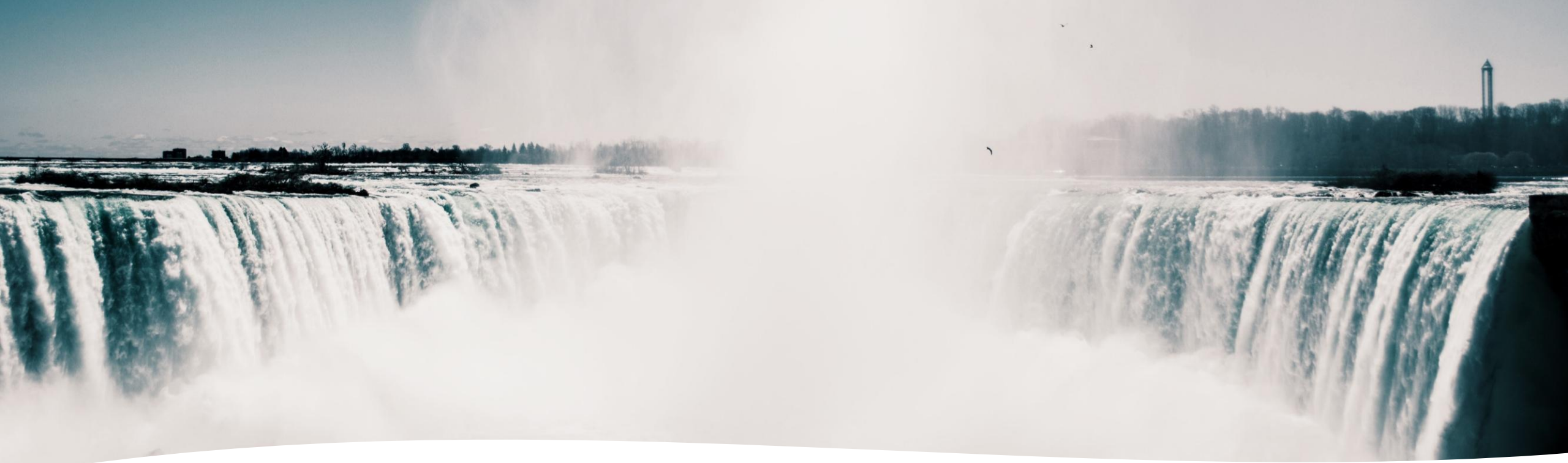
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QBITS Conference – April 2026



Explore

- Three Forces Reshaping Teams
- An Idea
- Leadership Approach
- Case Study
- Call to Action



Three Forces Reshaping Teams

Hybrid Work → a trust strategy

Multigenerational Expectations → values are universal; behaviours differ

Constant Change → change fatigue is real and so too is change resilience

$$*F = m \cdot a*$$

A Leadership Playbook

5 Practices for Influence & Impact

Practice 1 — Lead with Clarity, Not Control

Practice 2 — Build Trust Through Transparency

Practice 3 — Create Accountability Without Burnout

Practice 4 — Motivate Across Generations

Practice 5 — Build Momentum Through Micro-Wins

Practice 1: Lead with Clarity, Not Control

- Define “what good looks like”
- Set expectations that are observable, not aspirational
- Replace check-ins with **alignment conversations**

Clarity = Confidence

Practice 2: Build Trust Through Transparency

- Share the “why,” not just the “what”
- Narrate your decision-making
- Make commitments visible and follow through

Trust is built in moments, not milestones

Practice 3: Create Accountability Without Burnout

- Co-create goals
- Define decision rights
- Be “tight on outcomes, loose on methods”

Accountability = Ownership + Support

Practice 4: Motivate Across Generations

- Ask: “What conditions help you do your best work?”
- Offer choice where possible
- Recognize contribution in ways that matter to each person

Motivation is personal, not generational

Practice 5: Build Momentum Through Micro-Wins

- Break work into visible progress points
- Celebrate learning, not just outcomes
- Use retrospectives to reinforce resilience

Momentum beats perfection

What Newton Can Teach Modern Leaders

Force: The Cultural Pressures Acting on Your People

- In physics, force is what pushes or pulls an object. In culture, force is the **leadership signals, values, behaviours, and systems** that shape how people think and act.
- These forces are always present. The question is whether they accelerate performance — or create drag.

Mass: The Organizational Inertia That Slows Change

- Every organization has “mass”: the weight of its history, habits, and structures.
- High mass doesn’t mean an organization is broken — it means leaders need stronger, clearer, more aligned forces to create movement.

Acceleration: The Behavioural Shift Everyone Wants

- Acceleration is the rate of change. In culture, it’s how quickly people adopt new behaviours, ways of working, and mindsets.
- When these forces align, teams don’t just change — they accelerate.

Case Study..... $F = m \cdot a$

- Nothing changed about the people. Everything changed about the forces acting on them.
- That's Newton. That's culture.
- And that's the power of seeing your organization through a values-based lens.





Shifting Forces... Shifting Behaviour

Pressure + Clarity + Conditions
=

Behavioural Acceleration

“Teams don’t change because we tell them to — they change because the forces acting on them shift.”



Tools You Can Use Tomorrow

- ✓ The 3-Question Alignment Check
- ✓ The Hybrid Trust Contract
- ✓ The Multigenerational Motivation Map
- ✓ The Micro-Win Momentum Framework

***I can share
these if you
want***

Your Leadership Is the Differentiator

Influence is your superpower.

Don't leave your legacy – Live It Today!

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