

The Leadership Filter

A quick sense check
before decisions cascade.

In our work with senior teams across the public sector, we keep seeing how pressure cascades. An action agreed in an SLT meeting can land as overwhelm or confusion further down.

This filter helps you pause, and check:

“Is what we’ve agreed at the table creating clarity, having real impact, and is sustainable?”



1. Clarity

- What exactly are we asking for?
- Is the expectation clear to everyone in the room?
- Have we named the trade-offs and explained them simply?

2. Impact

- Who carries the load of this action?
- What ripple effect will it create one or two levels down?
- Does this action free up energy or drain it?

3. Sustainability

- Can this be done without burning people out?
- What support or resource travels with it?
- Is this a one-off push, or something we can sustain?

Final filter question

If we paused for 24 hours, would this decision improve or weaken?