

WINNING: Companion Workbook

The Barnes WINNING Leadership Framework

A practical 50-chapter guide for auditing habits, elevating leadership, and designing your high-impact growth roadmap.

HOW TO USE THIS COMPANION WORKBOOK

True leadership transformation occurs at the intersection of reflection and execution. This workbook translates the 50 chapters and core life lessons from **WINNING** into immediate, high-leverage personal actions. Work through each of the 5 Pillars sequentially, complete the reflective audits, and lock in your daily execution commitments.

Pillar 1: The Foundation of Self

Core Focus: Self-Awareness & Personal Accountability

1. Reflection: Personal Habit & Blind Spot Audit

What is one personal habit or blind spot holding back your leadership effectiveness right now?

2. Exercise: The Internal Leadership Audit

List 3 foundational life lessons from Chapters 1–10 that you need to apply most urgently:

#	FOUNDATIONAL LESSON	TARGET APPLICATION & IMPACT
1		
2		
3		

3. WEEKLY ACTION COMMITMENT

What specific behavior will you change this week to strengthen your foundation?

1. Reflection: Setback & Comfort Zone Reflection

DEBRIEF DIMENSION	ANALYSIS & STRATEGY
What Went Wrong?	
What Was Within Your Control?	
What Will You Do Differently Next Time?	

Pillar 3: Relational Intelligence & Human-Centric Leadership

Core Focus: Empathy, Trust-Building & Psychological Safety

1. Reflection: Empathy & Team Motivation Checkpoint

How well do you truly understand the core motivations and stressors of your direct reports or peers?

2. ACTION COMMITMENT: EMPATHY-BUILDING EXECUTION

Outline two specific empathy-building actions you will execute with team members this week:

#	EMPATHY ACTION ITEM	TARGET TEAM MEMBER & EXPECTED OUTCOME
1		
2		

Pillar 4: Execution, Strategy, and Action

Core Focus: Intentionality, Discipline & Momentum

1. Reflection: Strategic Alignment Audit

Are your daily operational habits aligned with your long-term leadership vision? Why or why not?

2. Exercise: Daily Anchor Routine

List 3 micro-habits you will commit to daily to maintain non-negotiable momentum:

#	MICRO-HABIT ANCHOR	TRIGGER & TIMING
1		
2		
3		

Pillar 5: Legacy, Mentorship, and Empowering Others

Core Focus: Stewardship, Succession Planning & Long-Term Impact

1. Reflection: Succession & Mentorship Impact

Who are you actively mentoring or sponsoring to become the next generation of leaders?

2. Exercise: Leadership Legacy Commitment

Define the core standard and lasting impact you will embed in your organization over the next 90 days:

YOUR 90-DAY WINNING GROWTH ROADMAP

Consolidate your non-negotiable action items across all 5 pillars into your master execution matrix.

PILLAR	TOP PRIORITY ACTION COMMITMENT	TARGET DATE & METRIC
1. Self Foundation		
2. Continuous Learning		
3. Relational Intelligence		
4. Strategic Execution		
5. Legacy & Empowerment		

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Thank you for subscribing to our weekly leadership intelligence briefing.