

Paradox Leadership Canvas: A One-Page Guide for Navigating Complexity and Sparking Creativity

Step 1: Name the Tension

Identify the Challenge

- What is the current decision, challenge, or dilemma?
- Where do we feel stuck between two opposing needs?

Write Both Sides:

- Side A: _____
 - Side B: _____
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Step 2: Explore the Both/And

Shift from Either/Or to Both/And Thinking

- What would it look like if we honored both sides?
- What assumptions might we be making that are limiting us?

Brainstorm Ideas:

- Idea 1: _____
 - Idea 2: _____
 - Idea 3: _____
-

Step 3: Find the Creative Opportunity

Discover the "Third Way"

- How could combining these tensions create a new advantage?
- Where does innovation live between the extremes?

Opportunity Statement: "If we integrate [Side A] and [Side B], we could create _____."

Step 4: Align Action with Paradox Wisdom

Commit to Both/And Action Steps

- How will we move forward holding both truths?
- What are 2-3 practical next steps?

Next Steps:

1. _____
 2. _____
 3. _____
-

Step 5: Reflect and Refine

Embed the Learning

- What did we learn about ourselves and our leadership?
- Where else can we apply paradoxical thinking?

Key Insights:

- _____
 - _____
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