



■ **D1 · Strategic Imagination**

Offense vs. defense posture; spotting AI's second-order effects

■ **D2 · Active Modeling**

Leadership immersion in AI tools; visible practice, not delegation

■ **D3 · Creative Cultivation**

Building psychological safety for AI experimentation

■ **D4 · Friction Courage**

Willingness to challenge resistance, inertia, and legacy thinking

■ **D5 · Trust Calibration**

Tuning relational, institutional, self-, and task trust (RIST framework)

■ **D6 · Ethical Stewardship**

Governance, fairness, and responsible deployment at scale

■ **D7 · Systems Orchestration**

Aligning structure, process, and incentives for AI integration

*The AI Leadership Delta*™