

ATTACHMENT A

INTRODUCTION TO THE TEACHABLE POINT OF VIEW (TPOV)

A Teachable Point of View (TPOV) is a leader's way of laying the foundation for developing others. The concept was created by Professor Noel Tichy and focuses upon helping leaders develop their points of view in four areas. These include:

- **Ideas:** Include thoughts about how services can be better used to achieve the mission
- **Values:** Focuses upon how leaders explicitly communicate their values and shape team values that support organizational goals
- **Edge:** Helping leaders understand the importance of making tough decisions with imperfect data
- **Energy:** Leaders must demonstrate motivation and must teach other leaders how to energize others.