The EGER Framework — *Outer and Inner*

Alignment has two faces. Every element of the framework lives twice — in the system around the leader, and inside the leader who holds it. Misalignment on the outer face is usually a symptom of misalignment on the inner face of the same element.

	OUTER FACE *The system around the leader*	INNER FACE *The leader inside the system*
EXPECTATIONS	What the board, congregation, and stakeholders expect — spoken and unspoken. *Whose expectations are you actually managing?*	The standard the leader holds themselves to — usually the harshest and least examined. *What would be enough — and who decided that?*
GOVERNANCE	Board dynamics, decision rights, authority structures. *Where does your authority hold — and where does it leak?*	Self-governance — how the leader authorizes themselves, and where authority was ceded out of fear rather than lost structurally. *Where have you quietly handed back power no one took from you?*
ECOSYSTEM	Culture, politics, the stakeholder map — including the map redrawn by transition or merger. *Who holds influence here that the org chart doesn't show?*	The internal ecosystem — the unshared fear, the stories running about loyalty, threat, and belonging. *What do you know at 2 a.m. that you haven't said to anyone?*
RESULTS	Performance, outcomes, and the sustainability of the enterprise. *Are these results durable, or dependent on you?*	What results mean to the leader — proving versus leading, protection versus stewardship. *If no one were watching, what would you still be building?*

THE KEYSTONE — INNER AUTHORITY

The four elements can only align around a leader who is aligned within.
The leader is the keystone.

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