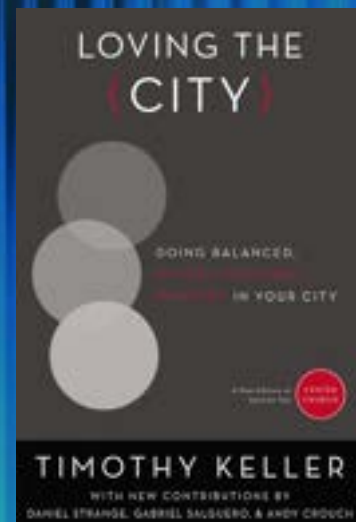


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*When facing deep conflict,
remember that the goal isn't
always immediate resolution,
but incremental
understanding.*



Resist the Rush to Resolve

*Are you solving the **right** problem,
or just the fastest one?*

Prioritize Understanding Over Speed

*What complexities need to be
surfaced before we can move forward
with sustainable solutions?*

Translate to Build Trust

*Are you communicating in ways that
bridge perspectives, or just
broadcasting your position louder?*

HOW DO YOU BUILD A BRIDGE-BUILDING LEADERSHIP CULTURE?

●○○○

Be Aware of Your Own Anxiety and Insecurities

*Do I quickly resist certain
perspectives? If so, why?*

○○●○○

Know Your Leadership Roots

*Are you self-aware enough to
recognize how your
background shapes your
reactions and decisions?*



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Pause Before You Push Back

*When you resist a perspective,
is it about the idea—or your
own discomfort?*

○○○○●

Lead from Rooted Openness

*Do you value your own story deeply
enough to hold space for others
without feeling threatened?*

Seek diverse input.

*Remind teams of a
common destination.*

*Diversity is **NOT** division.*

***Diversity is a gift** if managed as a
resource for innovation and
creativity towards a common goal.*

**HYPHENATED LEADERS
BUILD DEEPER AND
STRONGER BRIDGES.**

*"Ask yourself, **who is missing** from
my table when decisions are made?
Whose voice have I not deeply
listened to yet?"*

●○○○

Leverage Difference as a Catalyst

*Are we tapping into the full spectrum
of perspectives to drive innovation, or
just ticking boxes?*

○○●○

Unite Through Shared Purpose

*How are we aligning diverse voices
around a common mission rather
than allowing differences to fragment
momentum?*



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Lead with Intentional Inclusion

Treat diversity as a strategic resource—are our systems designed to harness it, or merely accommodate it?

HYPHENATED LEADERS
MOVE FROM
CHARISMA TO
CONNECTION.

*Leadership isn't solely about
being impressive.*

IT'S ABOUT
BEING INVESTED.

HYPHENATED LEADERS
ARE DEEP LISTENERS
WITH DEEP EMPATHY.

EMOTIONAL INTELLIGENCE

*is not a bonus skill
anymore.*

YOU CAN'T HEAL
WHAT YOU
HAVEN'T HEARD.

HYPHENATED LEADERS
PRACTICE
"TRADITIONED-
INNOVATION."

INNOVATION
ISN'T BETRAYAL.
IT'S STEWARDSHIP.



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HYPHENATED LEADERS
TURN CONFLICT INTO
CREATIVE
COLLABORATION.

CONFLICT IS NOT
THE ENEMY—
IT'S THE INVITATION.



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