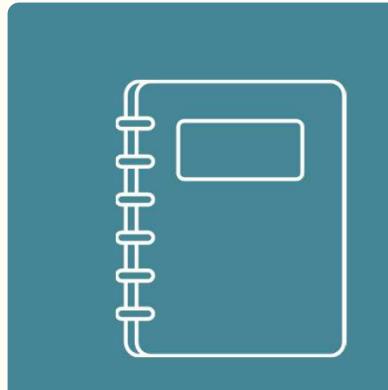


Crisis Leadership

The Basement Concept



Crisis Leadership Summit



**Crisis Leadership
Summit *for Preparedness***

Thursday, October 30
8:30 a.m.-5 p.m.

University Plaza Convention Center
333 John Q. Hammons Pkwy.
Springfield, Missouri

CITY OF Springfield

NPLI NATIONAL PREPAREDNESS LEADERSHIP INITIATIVE HARVARD UNIVERSITY

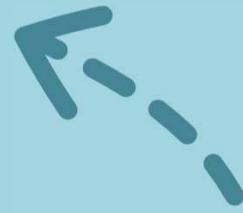
CITY OF Springfield FIRE

Springfield POLICE



The Basement Concept

The "leadership basement" is a metaphor used in the Harvard Meta-Leadership model to describe the state where leaders, especially during a crisis or when overwhelmed by decision-making, are taken over by their primal **"freeze, flight, or fight"** survival instincts. In this state, their higher cognitive functions for strategic thinking and rational decision-making are severely undermined.



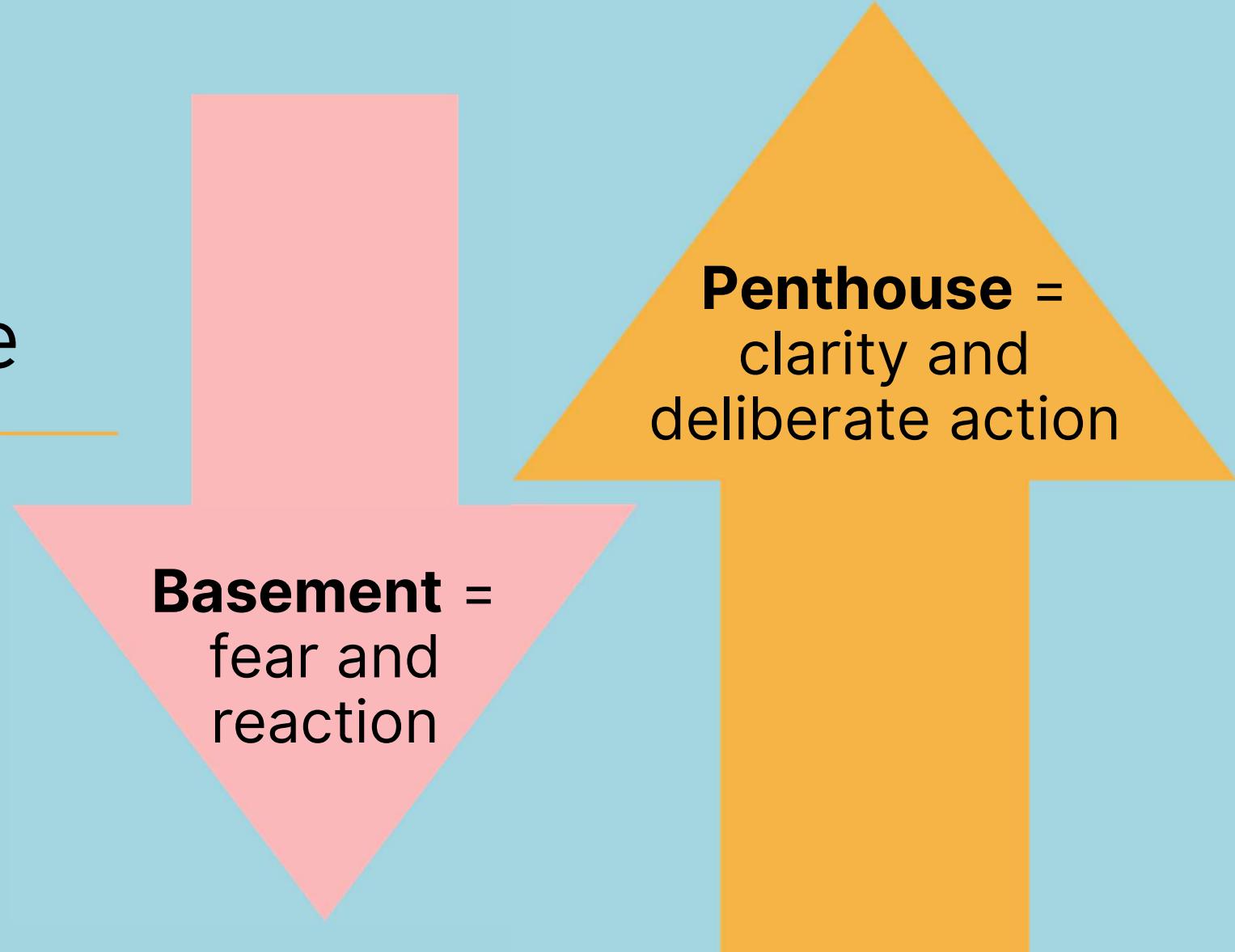
The Concept Explained

When in the "basement," leaders are essentially reacting from the most basic, instinctual parts of their brain. This results in:

- **Impaired Judgment:** The ability to think methodically, analyze complex information, and consider long-term consequences is compromised.
- **Reactive Behavior:** Decisions made in this state are often based on fear and immediate survival, rather than a clear assessment of the situation.
- **Contagious Panic:** A leader in the basement can transmit panic and anxiety to their team, further degrading collective performance.



Basement vs. Penthouse



Basement Behaviors

Fight/Flight/Freeze

Emotional Overwhelm

Tunnel Vision

Withdrawning

Reactivity

Blaming

Penthouse Behaviors

Calm



Strategic



Aware



Example:

After 9/11, the federal government recognized something critical: The biggest challenge was not a lack of courage or commitment.

It was how leaders function under extreme fear, uncertainty, and pressure.

This realization directly led to the creation of the National Preparedness Leadership Initiative (NPLI).



Why NPLI Was Created

- 1 To train leaders for “the worst day of their lives”
- 2 To recognize basement behavior
- 3 To develop penthouse leadership
- 4 To build coordination across systems

What “The Basement” Looked Like on 9/11

On 9/11, leaders at every level experienced:

- Fear
- Shock
- Incomplete information
- Rapidly changing conditions
- Massive consequences tied to every decision

Basement reactions observed across systems:

- **Freeze:** leaders waiting for perfect information that never came
- **Fight:** territorial behavior between agencies
- **Flight:** leaders became emotionally withdrawing or deferring decisions
- **Tunnel vision:** focusing only on one threat while missing others
- **Control-seeking:** attempts to centralize decisions in impossible conditions

→ **These were normal human reactions, not leadership failures.**





Why Basement Behavior Was Understandable

9/11 combined every known leadership stressor:

- Unknown enemy
- Ongoing threat
- Time pressure
- Media scrutiny
- Lives at stake
- No clear playbook

Leaders were asking internally:

- "What if I make the wrong call?"
- "What if this happens again?"
- "What if I'm blamed?"

That internal dialogue is classic basement thinking. Fear-driven, self-protective, and reactive.

Recognizing the Basement

Looks calm, feels panicked

Quiet, but frozen

Organized, but fear-driven

**Worrying about consequences,
reputation, or blame**

The basement is about what happens inside the leader, not what others can see at first.

How Leaders Stay Out of the Basement

- **Manage Yourself First**

Ex: Leader notices rising frustration during a crisis briefing and slows themselves before speaking.

- **Pause Before Reacting**

Ex: Instead of firing off an angry email, leader waits a few minutes to gather facts.

- **Reconnect to Role & Mission**

Ex: During chaos, leader asks: "What decision best supports our people right now?"

- **Think Beyond Yourself**

Ex: Shifts focus from personal blame to helping the team succeed.

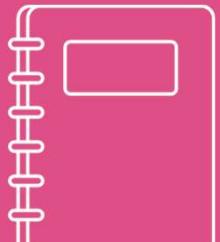
- **Choose Deliberate Action**

Ex: Gives clear next steps instead of reacting emotionally.

Application

Use the model during conflict, emergencies, communication breakdowns, and stressful change.

Most of us will never face a crisis like 9/11 — but we will face moments where fear, pressure, and complexity push us into the basement. The same skills apply.



Activity Time



Identifying The Trigger



A last minute high-stakes deadline.



Public criticism or conflict.



Lack of clear information during a change.



Technology failure during a critical moment.



Real-World Application: Tornado on Election Day

On Election Day, a tornado impacts multiple areas of Greene County.

- Power outages affect most polling locations
- Roads are blocked by debris
- Electronic voting machines are offline
- Poll workers and county employees are spread across the county
- Voters are unable to access or use polling sites
- Media and the public are demanding answers



Real-World Application: Departments Involved:

- Sheriff's Office (public safety, site security)
- Emergency Management (incident coordination)
- Road & Bridge (clearing access routes)
- County Clerk (election integrity and legal compliance)

No single official has full control



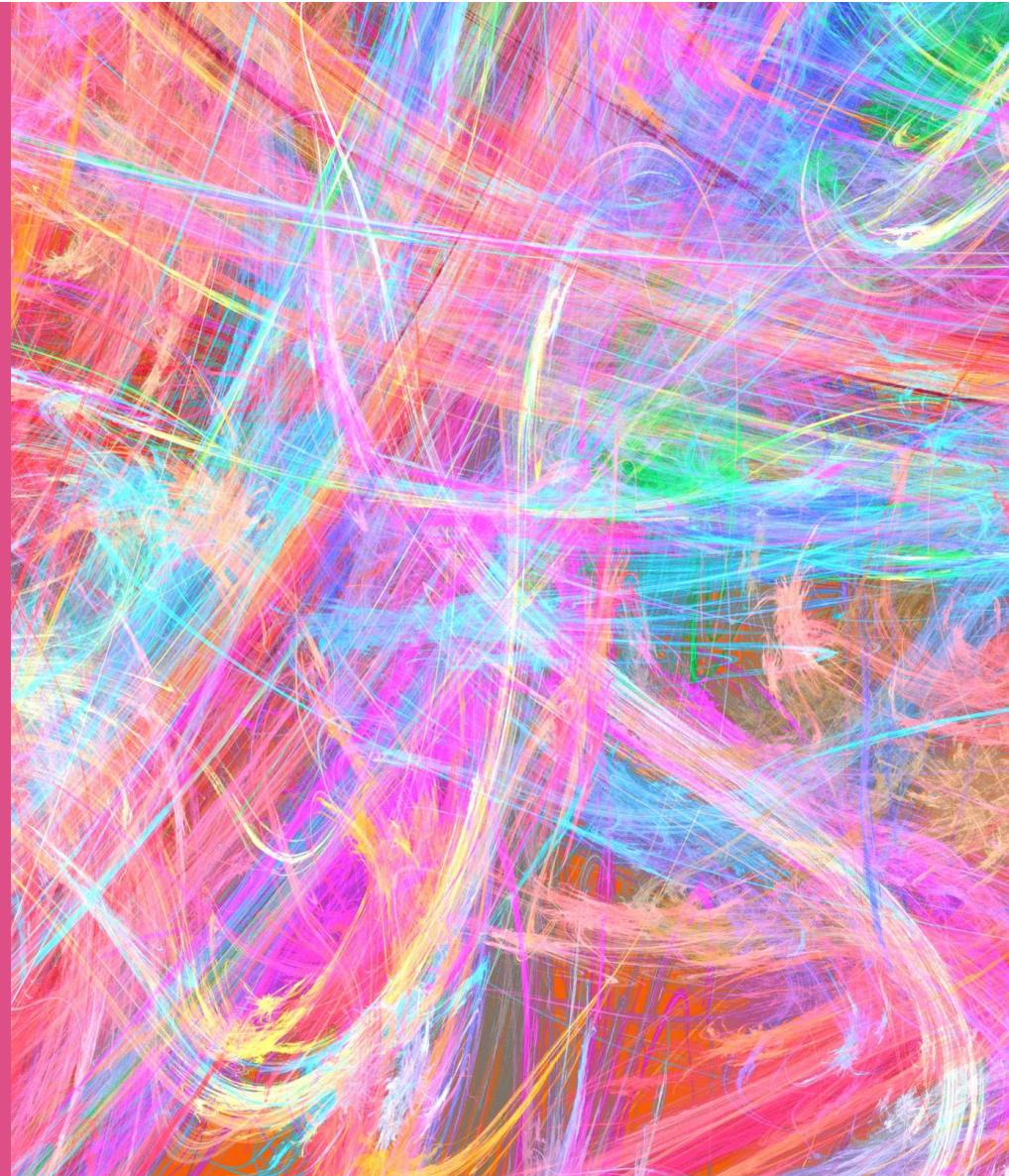
Real-World Application: The Basement (What Happens Inside Leaders):

Even when leaders appear calm, internally they may experience:

- Fear for safety of Citizens and Employees
- Fear of legal consequences
- Pressure from media and the public
- Concern about fairness, transparency, and trust
- Stress from making time-sensitive decisions with incomplete information

Internal Basement Thoughts Might Include:

- **“If we delay voting, will this be challenged?”**
- **“If we move sites, will people accuse us of interference?”**
- **“If we act too fast, will we make it worse?”**



Staying Out of the Basement:

Internal reset:

- "This is not about me or liability."
- "This is about public safety and voter access."

Penthouse Behaviors:

- Emergency Management coordinates cross-department communication
- Road & Bridge prioritizes safe routes for emergency crews and then polling locations
- Sheriff's Office secures damaged sites and supports safe access
- County Clerk communicates clearly about voting options and legal steps
- **Leaders align messaging before going public**





Discussion

- What is one thing you personally could do in this scenario to help stabilize the system — regardless of your role?
- How can employees support leaders who may be under intense pressure during a crisis?