



# The Leadership Operating System

The Leadership Operating System empowers your leaders with coaching, consulting, and tools to improve team effectiveness, productivity, and operating results. This is designed to be achieved in 12 months.

Key:

= Leadership Team Meetings     = Reinforcement Activities

Month 0	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12
+	+			+			+			+		
Pre-Work	Initial Off-site	Practice, Observation, Feedback		Second Off-site	Practice, Observation, Feedback		Third Off-site	Practice, Observation, Feedback		Fourth Off-site	Practice, Observation, Feedback	
<ul style="list-style-type: none"> <li>• Team Assessment</li> <li>• Working Genius Assessment</li> <li>• 16Personalities Assessment</li> <li>• 1:1 Interviews</li> </ul>	Starting Point 10 Hours focused on Discipline 1	6 hours of consulting/coaching: <ul style="list-style-type: none"> <li>• Executive sessions</li> <li>• Meeting observations</li> <li>• POPin sessions</li> <li>• 1:1 coaching based on observations</li> </ul>		10 Hours focused on Discipline 2 *or* focus area of leader's choice	6 hours of coaching/consulting: <ul style="list-style-type: none"> <li>• Executive sessions</li> <li>• Meeting observations</li> <li>• POPin sessions</li> <li>• 1:1 coaching based on observations</li> </ul>		10 Hours focused on Discipline 3 *or* focus area of leader's choice	6 hours of coaching/consulting: <ul style="list-style-type: none"> <li>• Executive sessions</li> <li>• Meeting observations</li> <li>• POPin sessions</li> <li>• 1:1 coaching based on observations</li> </ul>		Retake Team Assessment  10 Hours focused on Discipline 4 *or* focus area of leader's choice	6 hours of coaching/consulting: <ul style="list-style-type: none"> <li>• Executive sessions</li> <li>• Meeting observations</li> <li>• POPin sessions</li> <li>• 1:1 coaching based on observations</li> </ul>	

Your team will achieve the following outcomes with this calendar of events:

**Discipline 1: Build a Cohesive Leadership Team.** This includes mastering key behaviors that promote alignment and teamwork. These behaviors are trust, conflict, commitment, accountability, and results.

**Discipline 2: Create Clarity.** This aligns your team on four areas of clarity needed by your broader team and stakeholders: purpose, behaviors, roles, and priorities. The output of this work is a “playbook” that can be shared throughout the organization.

**Discipline 3: Over-Communicate Clarity.** We will build your team’s toolbox to galvanize stakeholders and employees. This will make them stronger change leaders who can activate projects more effectively.

**Discipline 4: Reinforce Clarity.** To ensure success with the team’s overall plan and strategy, your leaders will better leverage meetings to reinforce goals and expectations. In addition, we will build their toolbox for 1:1 feedback and performance management.