

THE COMPLETE LEADERSHIP RESPONSE™

From Challenge to Capability. From Conversations to Results.

1

THE PIVOT GAP™

Why organizations struggle to adapt.

BUSINESS CHANGE

LEADERSHIP DEVELOPMENT

THE GAP IS GROWING.

Business moves fast. People develop at human speed. That's the Pivot Gap.

- Markets shift.
- Technology evolves.
- Customer expectations change.
- Leaders are asked to succeed in situations they've never faced.

2

THE MERRY-GO-ROUND LEADERSHIP METAPHOR™

How leadership must evolve.

The Leader Isn't on the Wheel. The people are the experts. Leadership creates momentum.

- Create the conditions.
- Set direction and guardrails.
- Remove obstacles.
- Empower people.
- Create momentum.

LEADERS DON'T DRIVE THE PEOPLE.

LEADERS HELP THE PEOPLE MOVE.

3

THE FIVE LEADERSHIP SHIFTS™

What leaders must do differently.

<p>FROM DIRECTING TO DEVELOPING</p> <p>Build capability. Increase confidence.</p>	<p>FROM TELLING TO ASKING</p> <p>Questions create ownership.</p>	<p>FROM CONTROLLING TO ENABLING</p> <p>People support what they help create.</p>	<p>FROM MANAGING WORK TO GROWING PEOPLE</p> <p>The work gets done through people.</p>	<p>FROM DRIVING RESULTS TO CREATING MOMENTUM</p> <p>Results follow momentum.</p>
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Five shifts. One new way to lead.

These shifts prepare leaders to create environments where people think, contribute, learn, and excel.

4

PURPOSEFUL CONVERSATIONS™

The practical skills leaders use every day.

A proven five-step conversation process that moves people from insight to action.

- 1 IDENTIFY**
Focus on what matters most.
- 2 DISCOVER**
Explore thinking and perspectives.
- 3 STRATEGIZE**
Generate options and solutions.
- 4 CLEAR THE WAY**
Remove barriers. Make it possible.
- 5 RECAP**
Confirm action and commitments.

Outcomes

- ✓ Clarity
- ✓ Ownership
- ✓ Accountability
- ✓ Action
- ✓ Results

5

THE MANAGER-COACH DANCE™

How leaders create momentum.

MANAGER (TELL) → Provide direction and clarity

COACH (ASK) → Unlock thinking and ownership

OWNERSHIP

Leaders move fluidly between telling and asking within a single conversation. This is the dance that brings out the wisdom and commitment of others.

- Listening
- Questioning
- Feedback
- Action Planning
- Accountability

6

THE COACH PARTNER™

Accelerating capability during periods of change.

A Coach Partner walks alongside leaders to help them succeed faster in unfamiliar territory.

A Coach Partner helps leaders:

- Think more clearly
- Challenge assumptions
- Evaluate decisions
- Maintain confidence
- Use the Dance Every day
- Take action

They don't hold the roadmap. They walk with you while you create it.

CLOSING THE PIVOT GAP. BUILDING LEADERS WHO ADAPT. TEAMS THAT THRIVE. RESULTS THAT LAST.

THE JOURNEY