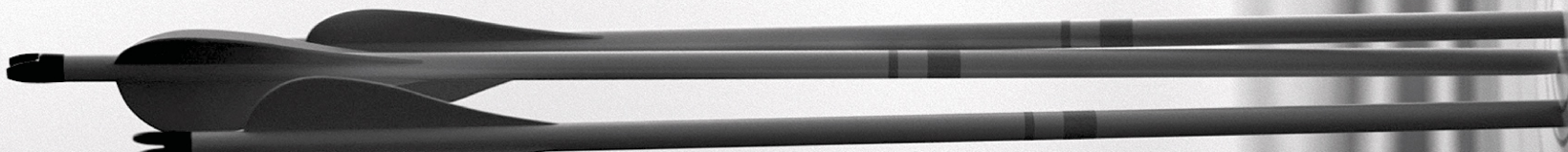




Lead Every Day

**Three Disciplines to Unleash the Passion
and Performance of Everyone Around You**





**Who wants to make better
decisions faster, resulting
in improved results?**



**An Operating System
enables higher operating
speed, greater efficiency,
and improved performance.**

How does an Operating System work?



How does an Operating System work?



FOCUS ATTENTION





ACTIVITY

**What do you need to do
to be an effective leader?**

Lead Every Day

Operating System



Lead Every Day
**Operating
System**



Lead Every Day **Operating** **System**



Lead Every Day **Operating** **System**



Lead Every Day **Operating** **System**



How does an Operating System work?



FOCUS ATTENTION

LEVERAGE KNOWLEDGE



How does an Operating System work?



FOCUS ATTENTION

LEVERAGE KNOWLEDGE

INFORM SEQUENCING





$$5 + 7 \times 5 = ?$$



$$5 + 7 \times 5 = 40$$



PLEASE

EXCUSE

MY

DEAR

AUNT

SALLY



PLEASE (Parenthesis)

EXCUSE (Exponents)

MY (Multiplication)

DEAR (Division)

AUNT (Addition)

SALLY (Subtraction)

How does an Operating System work?



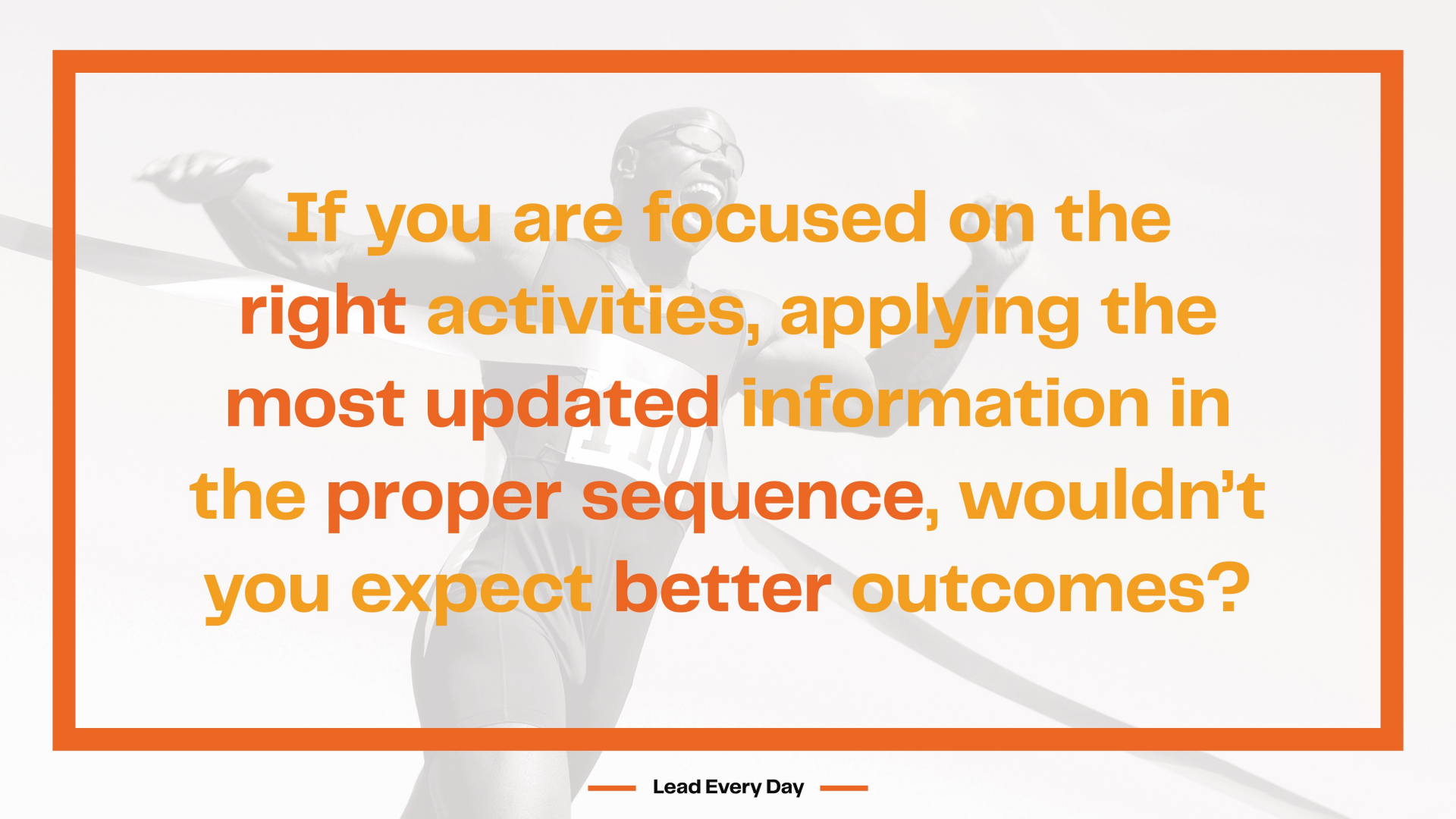
FOCUS ATTENTION

LEVERAGE KNOWLEDGE

INFORM SEQUENCING

IMPROVE RESULTS





**If you are focused on the
right activities, applying the
most updated information in
the proper sequence, wouldn't
you expect better outcomes?**



**I'm not sure I need
an Operating System.**



Our Operating System is for leaders who:

**BELIEVE THEY CAN MAKE A
DIFFERENCE IN THEIR WORLD.**

**CARE DEEPLY ABOUT
PERSONAL EXCELLENCE.**

**ARE ENERGIZED BY PRODUCING
TANGIBLE RESULTS.**



**How are you doing...
REALLY?**





Lead Every Day Assessment





Assessment Results





Assessment Results



- **HOW DO YOU FEEL ABOUT THE SCORES?**



Assessment Results



- **HOW DO YOU FEEL ABOUT THE SCORES?**
- **WHAT SURPRISED YOU?**



Assessment Results



- **HOW DO YOU FEEL ABOUT THE SCORES?**
- **WHAT SURPRISED YOU?**
- **WHICH SCORES WOULD YOU LIKE TO IMPROVE?**

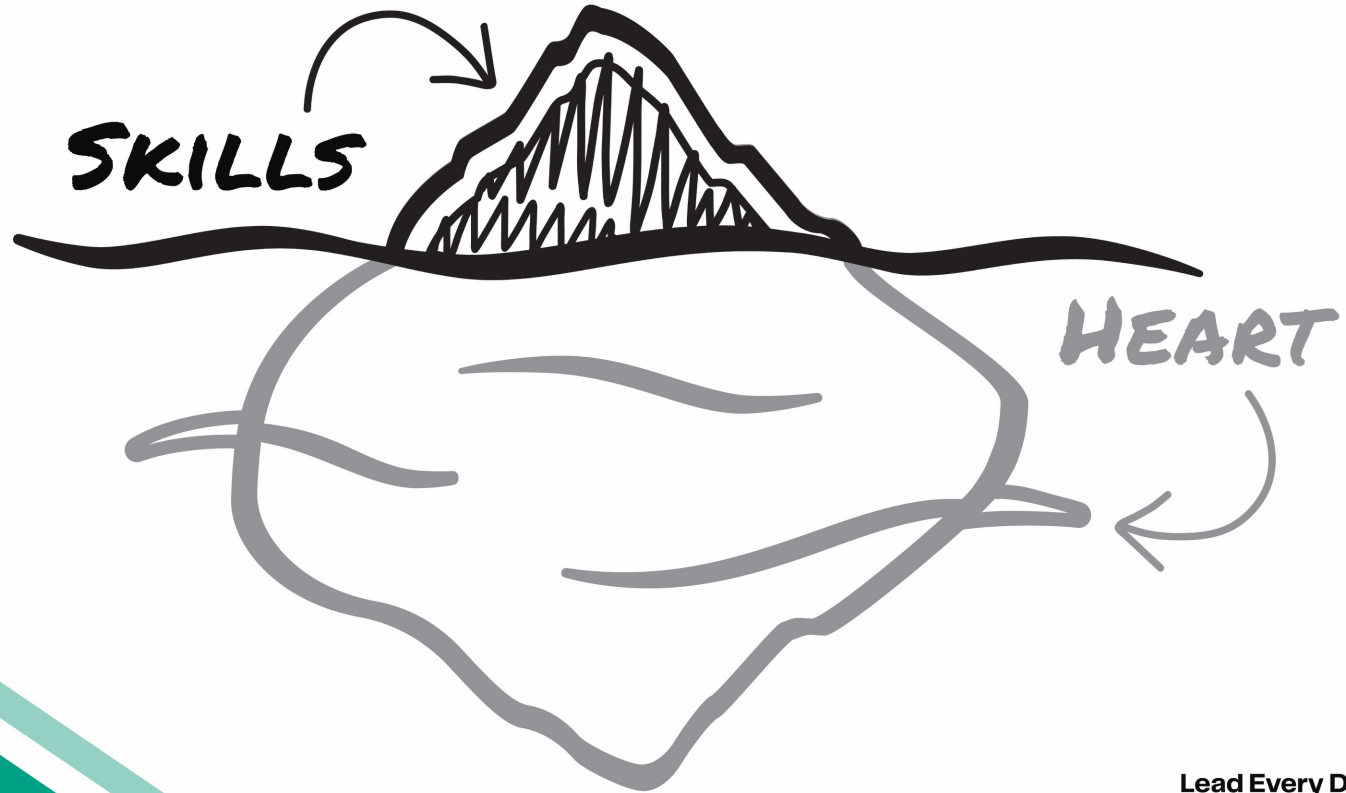
Lead Every Day **Operating** **System**





**What is your
organization's definition
of leadership?**

Uncommon Leadership





**“David shepherded them
with integrity of heart and
with skillful hands he led them.”**

PSALM 78:72



Uncommon Leaders



Uncommon Leaders

SEE THE FUTURE



Uncommon Leaders

SEE THE FUTURE

ENGAGE & DEVELOP OTHERS



Uncommon Leaders

SEE THE FUTURE

ENGAGE & DEVELOP OTHERS

REINVENT CONTINUOUSLY



Uncommon Leaders

SEE THE FUTURE

ENGAGE & DEVELOP OTHERS

REINVENT CONTINUOUSLY

VALUE RESULTS & RELATIONSHIPS



Uncommon Leaders


SEE THE FUTURE

ENGAGE & DEVELOP OTHERS

REINVENT CONTINUOUSLY

VALUE RESULTS & RELATIONSHIPS

EMBODY A LEADER'S HEART



**If your heart is not
right, no one cares
about your skills**



Uncommon Leaders

SEE THE FUTURE

ENGAGE & DEVELOP OTHERS

REINVENT CONTINUOUSLY

VALUE RESULTS & RELATIONSHIPS

EMBODY A LEADER'S HEART



Uncommon Leaders

SEE THE FUTURE

ENGAGE & DEVELOP OTHERS

REINVENT CONTINUOUSLY

VALUE RESULTS & RELATIONSHIPS

EMBODY A LEADER'S HEART



Which of the Fundamentals is your strongest?



Which of the Fundamentals is your strongest?

Which needs the most development at this time?

A grayscale background image showing a group of diverse people in a meeting or office setting. In the foreground, a woman with dark hair is smiling and clapping. Behind her, another woman with curly hair is also smiling and clapping. In the background, a man is visible, also clapping. The entire scene is framed by a thick orange border.

**What can you
do to strengthen
your leadership in
the next 30 days?**

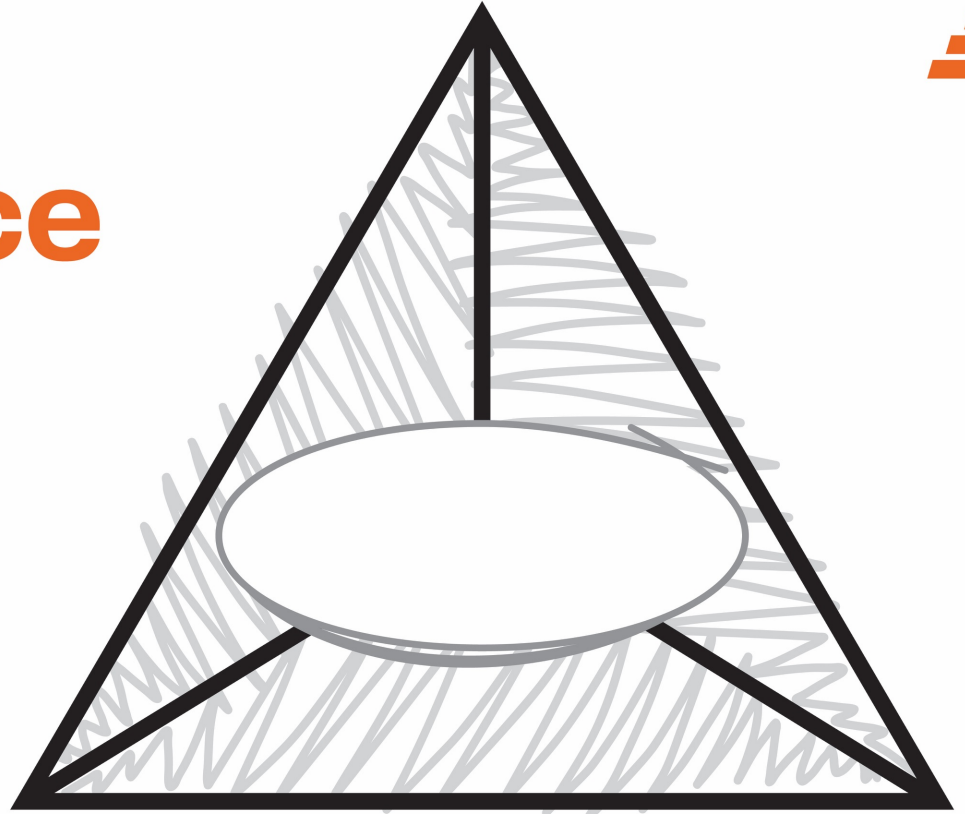
Lead Every Day **Operating System**



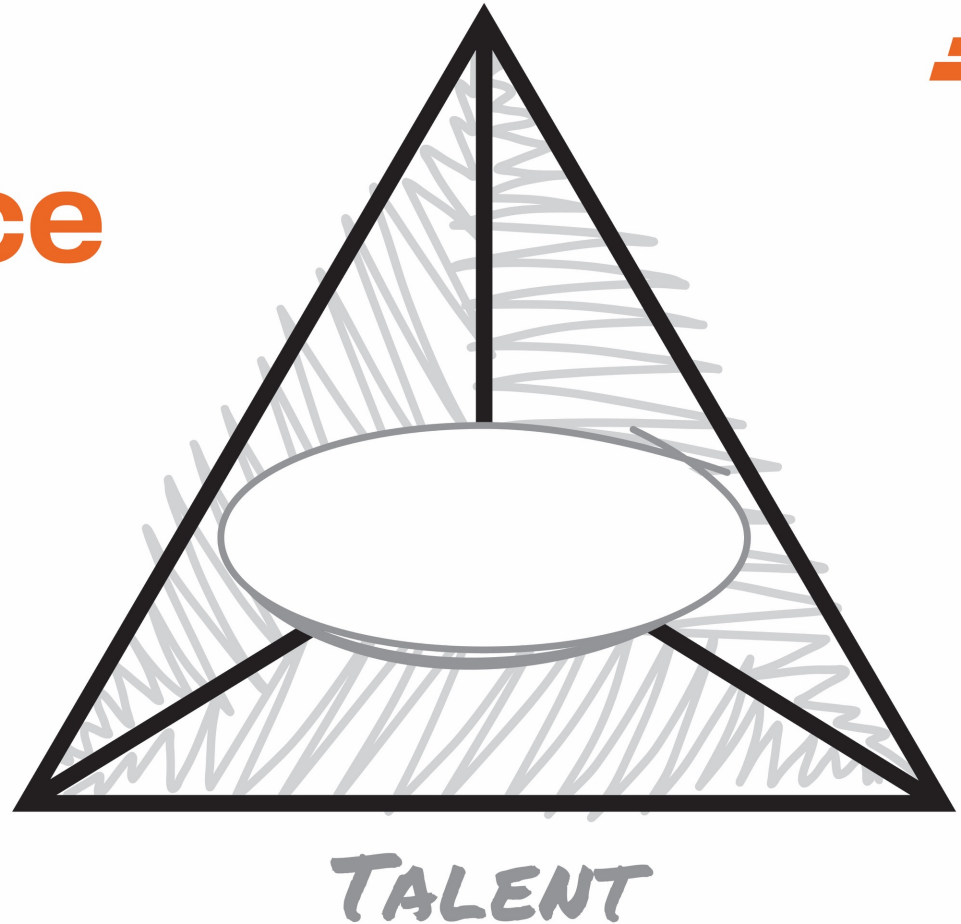
High Performance Team



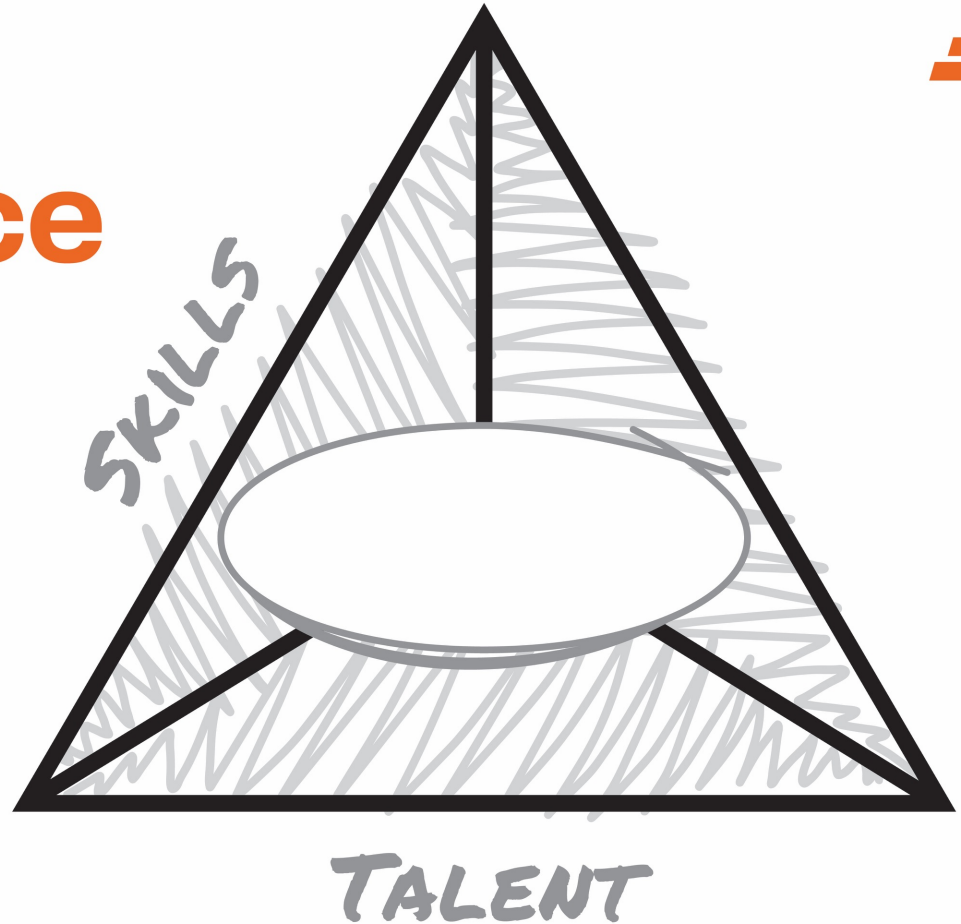
High Performance Team



High Performance Team



High Performance Team



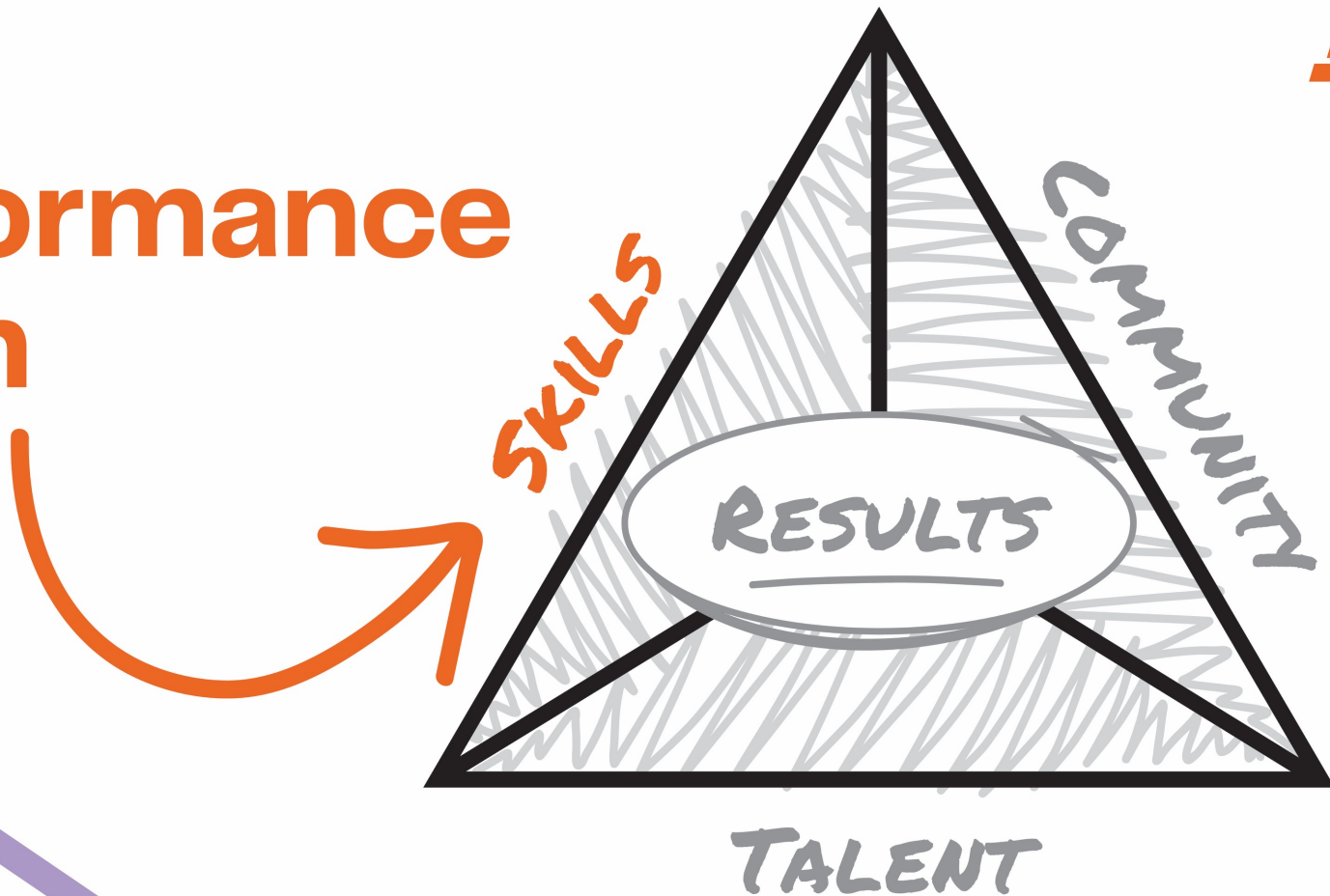
High Performance Team



High Performance Team



High Performance Team



Master Team Basics



— Lead Every Day —

Master Team Basics



ROLE CLARITY

Master Team Basics



ROLE CLARITY

TEAM PURPOSE

Master Team Basics



ROLE CLARITY

TEAM PURPOSE

TEAM GOALS

Master Team Basics



ROLE CLARITY

TEAM PURPOSE

TEAM GOALS

SCORECARD

Master Team Basics



ROLE CLARITY

MEETINGS

TEAM PURPOSE

TEAM GOALS

SCORECARD

Master Team Basics



ROLE CLARITY

MEETINGS

TEAM PURPOSE

PROBLEM-SOLVING

TEAM GOALS

SCORECARD

Master Team Basics



ROLE CLARITY

MEETINGS

TEAM PURPOSE

PROBLEM-SOLVING

TEAM GOALS

DECISION-MAKING

SCORECARD

Master Team Basics



ROLE CLARITY

MEETINGS

TEAM PURPOSE

PROBLEM-SOLVING

TEAM GOALS

DECISION-MAKING

SCORECARD



How **good** do you want
your meetings to be?

Meetings provide an opportunity to...

Meetings provide an opportunity to...

CAST VISION

Meetings provide an opportunity to...

ESTABLISH PRIORITIES

CAST VISION

Meetings provide an opportunity to...

REINFORCE PRIORITIES

ESTABLISH PRIORITIES

CAST VISION

Meetings provide an opportunity to...

REINFORCE PRIORITIES

ESTABLISH PRIORITIES

CAST VISION

SET GOALS

Meetings provide an opportunity to...

REINFORCE PRIORITIES

ESTABLISH PRIORITIES

CAST VISION

SET GOALS

RESOLVE CONFLICT

Meetings provide an opportunity to...

REINFORCE PRIORITIES

ESTABLISH PRIORITIES

CAST VISION

SET GOALS

RESOLVE CONFLICT

SOLVE PROBLEMS

Meetings provide an opportunity to...

REINFORCE PRIORITIES

ESTABLISH PRIORITIES

CAST VISION

BUILD COMMUNITY

SET GOALS

RESOLVE CONFLICT

SOLVE PROBLEMS

Meetings provide an opportunity to...

FACILITATE DEVELOPMENT

REINFORCE PRIORITIES

ESTABLISH PRIORITIES

CAST VISION

BUILD COMMUNITY

SET GOALS

RESOLVE CONFLICT

SOLVE PROBLEMS

Meetings provide an opportunity to...

FACILITATE DEVELOPMENT

REINFORCE PRIORITIES

ESTABLISH PRIORITIES

CAST VISION

BUILD COMMUNITY

SET GOALS

RESOLVE CONFLICT

ALLOCATE RESOURCES

SOLVE PROBLEMS

Meetings provide an opportunity to...

FACILITATE DEVELOPMENT

REINFORCE PRIORITIES

ESTABLISH PRIORITIES

CAST VISION

BUILD COMMUNITY

SET GOALS

RESOLVE CONFLICT

CREATE PLANS

ALLOCATE RESOURCES

SOLVE PROBLEMS

Meetings provide an opportunity to...

FACILITATE DEVELOPMENT

REINFORCE PRIORITIES

ESTABLISH PRIORITIES

CAST VISION

GIVE THE GIFT OF ACCOUNTABILITY

BUILD COMMUNITY

SET GOALS

RESOLVE CONFLICT

CREATE PLANS

ALLOCATE RESOURCES

SOLVE PROBLEMS

Meetings provide an opportunity to...

FACILITATE DEVELOPMENT

REINFORCE PRIORITIES

UNITE PEOPLE

ESTABLISH PRIORITIES

CAST VISION

GIVE THE GIFT OF ACCOUNTABILITY

BUILD COMMUNITY

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RESOLVE CONFLICT

CREATE PLANS

ALLOCATE RESOURCES

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Meetings provide an opportunity to...

FACILITATE DEVELOPMENT

REINFORCE PRIORITIES

UNITE PEOPLE

ESTABLISH PRIORITIES

CAST VISION

GIVE THE GIFT OF ACCOUNTABILITY

BUILD COMMUNITY

SET GOALS

CELEBRATE SUCCESS

RESOLVE CONFLICT

CREATE PLANS

ALLOCATE RESOURCES

SOLVE PROBLEMS

Meetings provide an opportunity to...

FACILITATE DEVELOPMENT

REINFORCE PRIORITIES

UNITE PEOPLE

ESTABLISH PRIORITIES

CAST VISION

GIVE THE GIFT OF ACCOUNTABILITY

BUILD COMMUNITY

SET GOALS

CELEBRATE SUCCESS

RESOLVE CONFLICT

STRENGTHEN CULTURE

CREATE PLANS

ALLOCATE RESOURCES

SOLVE PROBLEMS

Meetings provide an opportunity to...

FACILITATE DEVELOPMENT

REINFORCE PRIORITIES

UNITE PEOPLE

ESTABLISH PRIORITIES

CAST VISION

GIVE THE GIFT OF ACCOUNTABILITY

BUILD COMMUNITY

SET GOALS

CELEBRATE SUCCESS

RESOLVE CONFLICT

STRENGTHEN CULTURE

CREATE PLANS

CASCADE KEY MESSAGES

ALLOCATE RESOURCES

SOLVE PROBLEMS

Meetings provide an opportunity to...

FACILITATE DEVELOPMENT

REINFORCE PRIORITIES

UNITE PEOPLE

ESTABLISH PRIORITIES

CAST VISION

GIVE THE GIFT OF ACCOUNTABILITY

BUILD COMMUNITY

SET GOALS

CALL OUT THE BEST PEOPLE

CELEBRATE SUCCESS

RESOLVE CONFLICT

STRENGTHEN CULTURE

CREATE PLANS

CASCADE KEY MESSAGES

ALLOCATE RESOURCES

SOLVE PROBLEMS

Meetings provide an opportunity to...

FACILITATE DEVELOPMENT

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CALL OUT THE BEST PEOPLE

CELEBRATE SUCCESS

RESOLVE CONFLICT

STRENGTHEN CULTURE

CREATE PLANS

CASCADE KEY MESSAGES

ALLOCATE RESOURCES

SOLVE PROBLEMS



**How good are
your meetings?**



**Harvard Business School
released a study revealing that
executives believe 67% of
meetings are a failure.**



**Your meetings can be
soul-enriching and life-giving!**



Appoint a Facilitator





Publish an Agenda

(IN ADVANCE)





Invite the Right People



Distribute Pertinent Information in Advance





Show Your Work





Focus on Performance Management





Capture All Action Items





Review Previous Action Items



A grayscale photograph of three business professionals in a meeting. A man in the center, wearing a patterned sweater under a blazer, looks directly at the camera. To his left, another man in a suit jacket and white shirt leans in, smiling. To the right, a third man in a button-down shirt is partially visible, looking down. The image is framed by a thick orange border.

**What do you need
to do differently for
your next meeting?**

Lead Every Day **Operating** **System**





**What's your
plan to strengthen
your organization?**



Before we go any further...

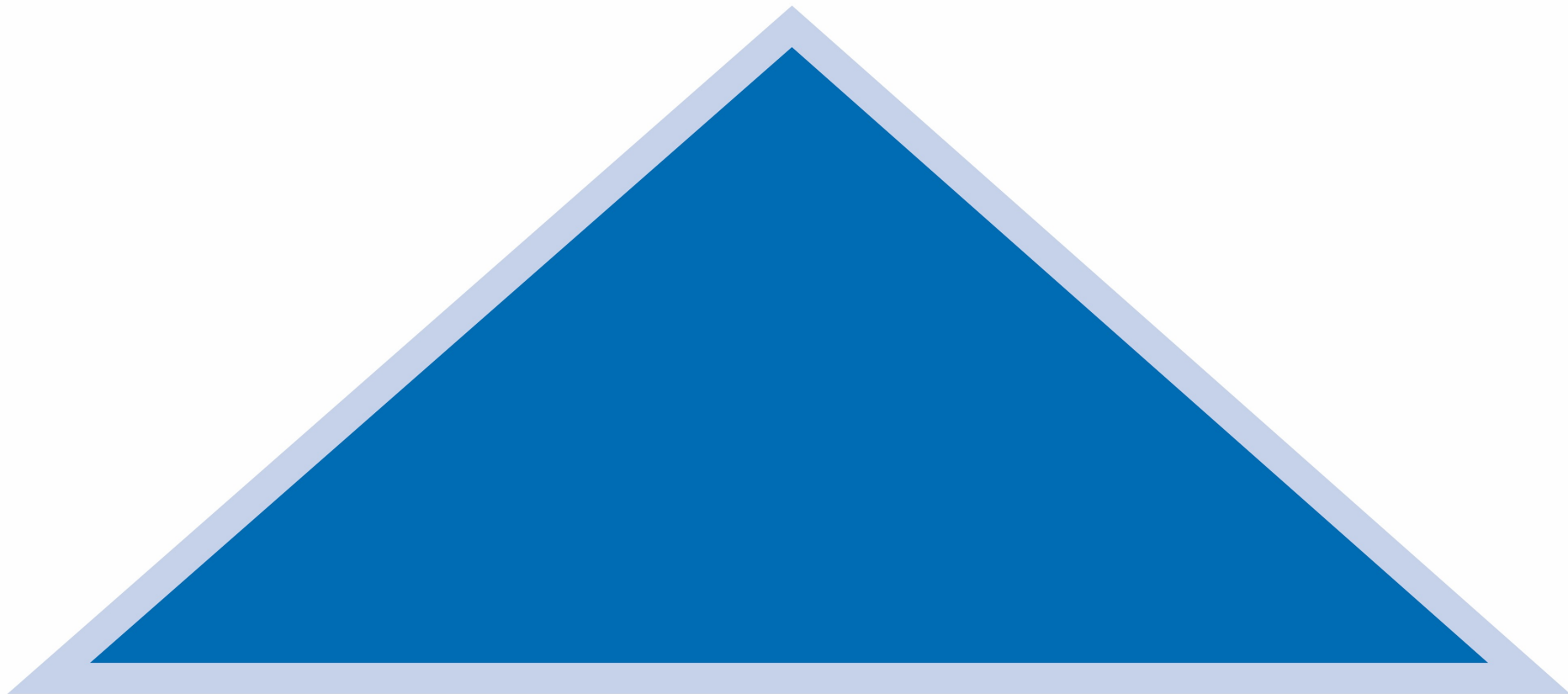


Before we go any further...

***“What is a High Performance
Organization?”***

Strengthen Your Organization

Strengthen Your Organization



— Lead Every Day —

Strengthen Your Organization



DEVELOP MORE LEADERS

— Lead Every Day —

Strengthen Your Organization



Strengthen Your Organization



Strengthen Your Organization





Why are so **few** leaders able to build a High Performance Organization?



**In most cases,
the primary reason
is insufficient
leadership capacity.**

Strengthen Your Organization






**There is something every
organization needs more
than leadership, they need
a leadership culture.**



**A leadership culture is a place
where leaders are routinely
and systematically developed
and you have a surplus.**



**What could your
organization do if you
had an ample supply or
highly skilled leaders?**



Define Leadership





**What are some of the
likely consequences of an
ill-defined or misaligned
definition of leadership?**



Name Your Leadership Champion





**Your leadership champion
is the person responsible
for building and maintaining
your leadership engine.**

A grayscale background image of a business meeting. A man in a suit is standing and gesturing while speaking to a group of people seated at a table. The scene is set in a bright, modern office or conference room with large windows and indoor plants.

**What do you think
you might want your
champion to do?**

Responsibilities can include:



A vertical orange bar is on the left side of the slide. To its right, the silhouettes of two people are visible against a bright, hazy background, standing on a rocky peak with their arms raised in celebration.

Responsibilities can include:

- **KEEP THE TOPIC OF LEADERSHIP DEVELOPMENT ON THE LEADERSHIP TEAM'S AGENDA AT ALL TIMES.**
-

A vertical orange bar is on the left side of the slide. To its left, a grayscale silhouette of two people stands on a rocky mountain peak, raising their arms in celebration against a bright, hazy sky.

Responsibilities can include:

- **KEEP THE TOPIC OF LEADERSHIP DEVELOPMENT ON THE LEADERSHIP TEAM'S AGENDA AT ALL TIMES.**

- **FACILITATE THE PROCESS OF CREATING YOUR DEFINITION OF LEADERSHIP (IF YOU DON'T ALREADY HAVE ONE).**



Responsibilities can include:

- **KEEP THE TOPIC OF LEADERSHIP DEVELOPMENT ON THE LEADERSHIP TEAM'S AGENDA AT ALL TIMES.**

- **FACILITATE THE PROCESS OF CREATING YOUR DEFINITION OF LEADERSHIP (IF YOU DON'T ALREADY HAVE ONE).**

- **CREATE OR SELECT THE TRAINING MATERIALS AND RESOURCES YOU'LL USE WITH YOUR LEADERS.**

A vertical orange bar is on the left side of the slide. To its left, a faded image shows the silhouettes of two people standing on a rocky mountain peak, raising their arms in celebration against a bright, hazy sky.

Responsibilities can include:

- **ENSURE ONGOING LEADERSHIP TRAINING IS DELIVERED WITH EXCELLENCE.**
-

A vertical orange bar is on the left side of the slide. To its left, a faded background image shows the silhouettes of two people standing on a rocky mountain peak, raising their arms in celebration against a bright, hazy sky.

Responsibilities can include:

- **ENSURE ONGOING LEADERSHIP TRAINING IS DELIVERED WITH EXCELLENCE.**

- **HELP LEADERS CREATE INDIVIDUAL DEVELOPMENT PLANS.**

A vertical orange bar is on the left side of the slide. To its left, a grayscale silhouette of two people stands on a rocky cliff, raising their arms in celebration against a bright, hazy sky.

Responsibilities can include:

- **ENSURE ONGOING LEADERSHIP TRAINING IS DELIVERED WITH EXCELLENCE.**

- **HELP LEADERS CREATE INDIVIDUAL DEVELOPMENT PLANS.**

- **MEET WITH LEADERS PERIODICALLY TO CHECK ON THEIR PROGRESS.**

A vertical orange bar is on the left side of the slide. To its left is a grayscale image of two people, a man and a woman, standing on a rocky mountain peak with their arms raised in celebration. The background of the image is a bright, hazy sky.

Responsibilities can include:

- **ENSURE ONGOING LEADERSHIP TRAINING IS DELIVERED WITH EXCELLENCE.**

- **HELP LEADERS CREATE INDIVIDUAL DEVELOPMENT PLANS.**

- **MEET WITH LEADERS PERIODICALLY TO CHECK ON THEIR PROGRESS.**

- **WORK WITH THE LEADERSHIP TEAM TO EVALUATE THE EFFICACY OF YOUR TRAINING AND DEVELOPMENT EFFORTS.**

Responsibilities can include:

- **ASSIST THE LEADERSHIP TEAM AS THEY MATCH MENTORS WITH MENTEES.**
-



A vertical orange bar is on the left side of the slide. To its left, a faded background image shows the silhouettes of two people standing on a rocky mountain peak, raising their arms in celebration against a bright, hazy sky.

Responsibilities can include:

- **ASSIST THE LEADERSHIP TEAM AS THEY MATCH MENTORS WITH MENTEES.**

- **MAINTAIN YOUR LEADERSHIP SCORECARD.**

A vertical orange bar is on the left side of the slide. To its left, a grayscale image shows the silhouettes of two people standing on a rocky cliff, raising their arms in celebration against a bright, hazy sky.

Responsibilities can include:

- **ASSIST THE LEADERSHIP TEAM AS THEY MATCH MENTORS WITH MENTEES.**

- **MAINTAIN YOUR LEADERSHIP SCORECARD.**

- **FACILITATE FORMAL LEADERSHIP REVIEW SESSIONS WITH THE LEADERSHIP TEAM.**



Train Your Leaders





**How will you ensure your
existing and emerging
leaders have the requisite
skills to lead well?**



Hope is not a strategy.



**Every leader should
have an individual
development plan.**



Evaluate Your Leaders





Repeat the Process





Questions?





**What are your
next steps?**



FOR MORE INFO

LEAD EVERY DAY

Three Essential
Disciplines to Unleash
the Passion and
Performance of
Everyone Around You

MARK MILLER

Wall Street Journal Bestselling Author of *Culture Rules*

RANDY GRAVITT

Lead Every Day

**Three Disciplines to Unleash the Passion
and Performance of Everyone Around You**

