





SESSION PURPOSE

- Help you and your organizations perform better...
- ...Deliver better results for your customers, your team and the organization
- Utilize the S2X™ Framework to align the efforts of everyone one on your team or in your organization to your organization's strategy and deliver outstanding results.



OPENING QUESTION/POLL

In general, what percentage of organizations do you believe achieve what they expect from their strategies?

EXECUTION IS CRITICAL

In general, about 80 to 90% of strategic efforts **fail**, or fall short of, expectations...

Is it because of...

Bad Strategy

Sometimes

Bad Execution

Most of the Time!



TODAY

Enable you to move from an approach that might be: “Just sucking less than everyone else...”

...to proactively aligning the execution of everyone in your organization to your strategy.

...using the 7-Gear Framework we outlined in *Get in Gear*



The Payoff? As much as a 50% or more improvement in results!

THE PURPOSE OF S2X

1. Create Focus and Alignment on the few Critical Priorities
 - a. Block out the clutter and noise.
2. Drive Execution.



"I don't skate to where the puck is. I skate to where the puck is going to be."

~Wayne Gretzky

"We take the shortest route to the puck and arrive in an ill humor."

~Bobby Clarke



A top-down view of a wooden desk. In the center, several white puzzle pieces are scattered, some forming a larger shape. A person's hands are visible at the top, placing a puzzle piece. In the bottom left, a portion of a silver laptop is visible. In the bottom center, there is a small potted plant with green leaves.

STRATEGY IS:

- Creating the best value for your organization by how you position yourselves in the market to win
 - Create Sustainable, Defensible Competitive Advantage
- Aligning the activities you undertake to the strategy
- Making explicit decisions about both what you WILL do and what you WON'T do

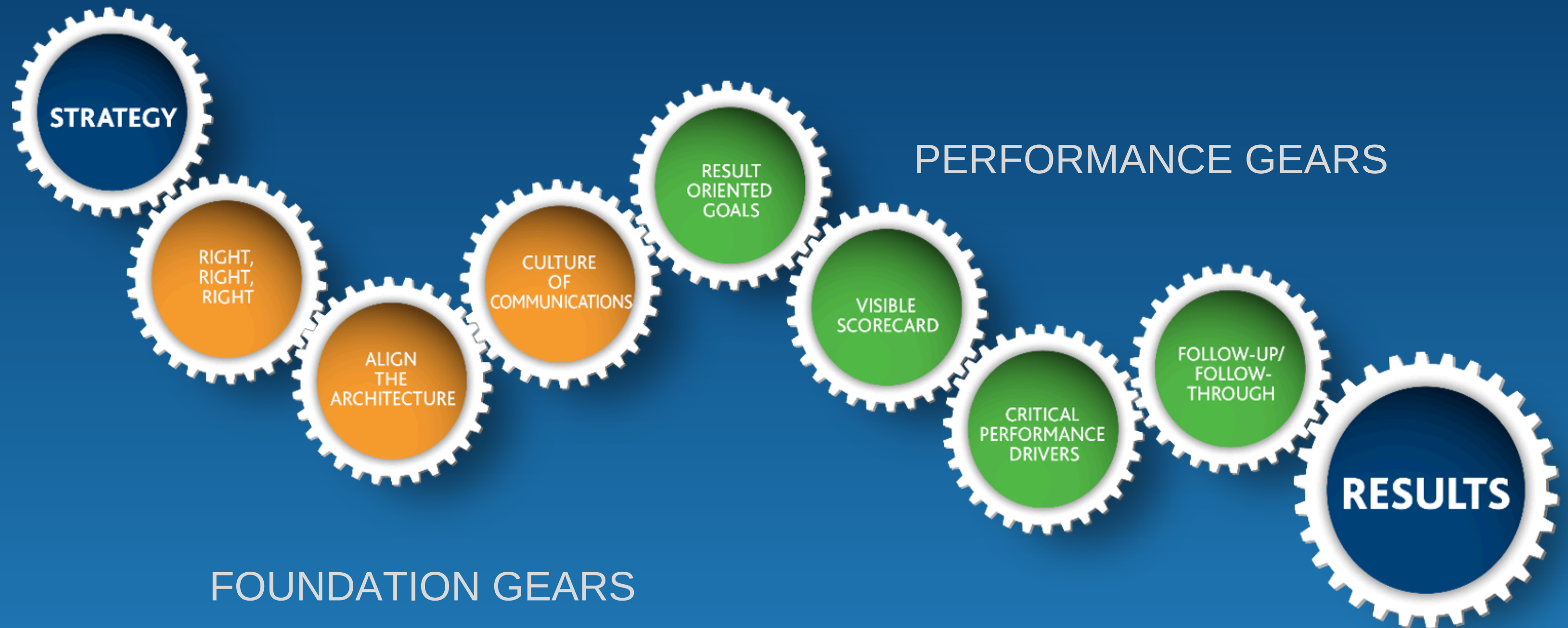
A high-angle photograph of five people (three men and two women) of various ethnicities gathered around a large wooden table. They are in a collaborative meeting, with one man shaking hands across the table. The table is cluttered with laptops, tablets, notebooks, and coffee cups. The setting is a bright, modern office or co-working space.

YOUR STRATEGY

FOR REFERENCE AS WE GO THROUGH THE SESSION

1. Jot down a few notes about your organization's strategy.
2. What makes your organization unique and causes customers/clients to call you rather than anyone else?
3. What are your organization's strategic goals? (i.e., how would you measure winning?)

S2XTM FRAMEWORK





Right People...

Right Roles...

Right Capabilities...



Values fit **FIRST**
Tech/Func Skills **SECOND**

Not everyone is a Shortstop

Must evolve over time...faster



Systems, Structures, Processes and Culture

Culture Shaped by your Values Set

...Creates Organizational Gravity



VECTOR ICON



Communicate, Communicate, Communicate

Cornerstone: Caring, Integrity, Trust, Respect

Fully Engage

- Be Present, 2-up/2-down, Who Else Needs to Know?

Feedback is the Breakfast of Champions...as long as you're willing to eat it (Create Feedback-rich Environments)

Tough Love: Hold the Difficult Conversations





Playing 5-on-5

If we asked you to write down what you think the top 5 Goals are for each of your direct reports...

Then, we asked them, without seeing your list, to write down what they think are their top 5 goals...

How many of the goals on the two lists would match?



Playing 5-on-5: Survey Says...

How many of the goals on the two lists would match?

About 2!



Play 5-on-5: Create Alignment to the Strategy

Result-oriented vs Activity-based

SET Format: Start, End, Timeframe

Stretch Goals

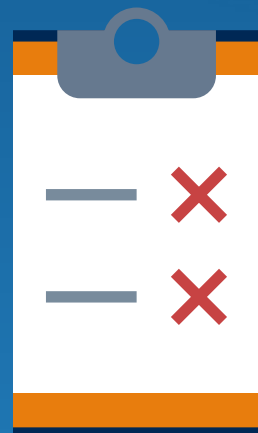


*What gets measured
gets done.*



Attention Matters!

GOOD: Allow people to change the outcome of the game while it's still being played



BETTER: Provide Comparisons



BEST: Show Trends



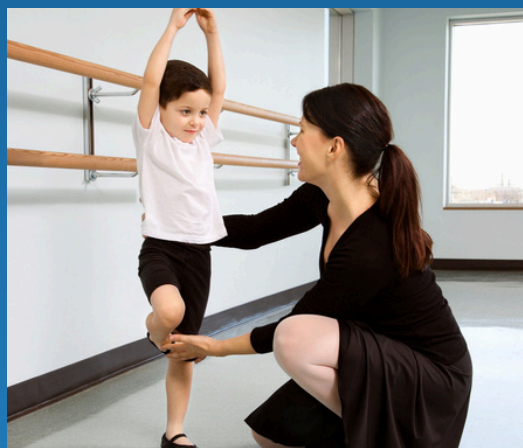
VISIBLE: Emails and SharePoint files don't count!



What you actually DO to achieve your Goals

Generally, 3-5 things that the best Performers do that are different than others.

- Identify
- Track
- Master

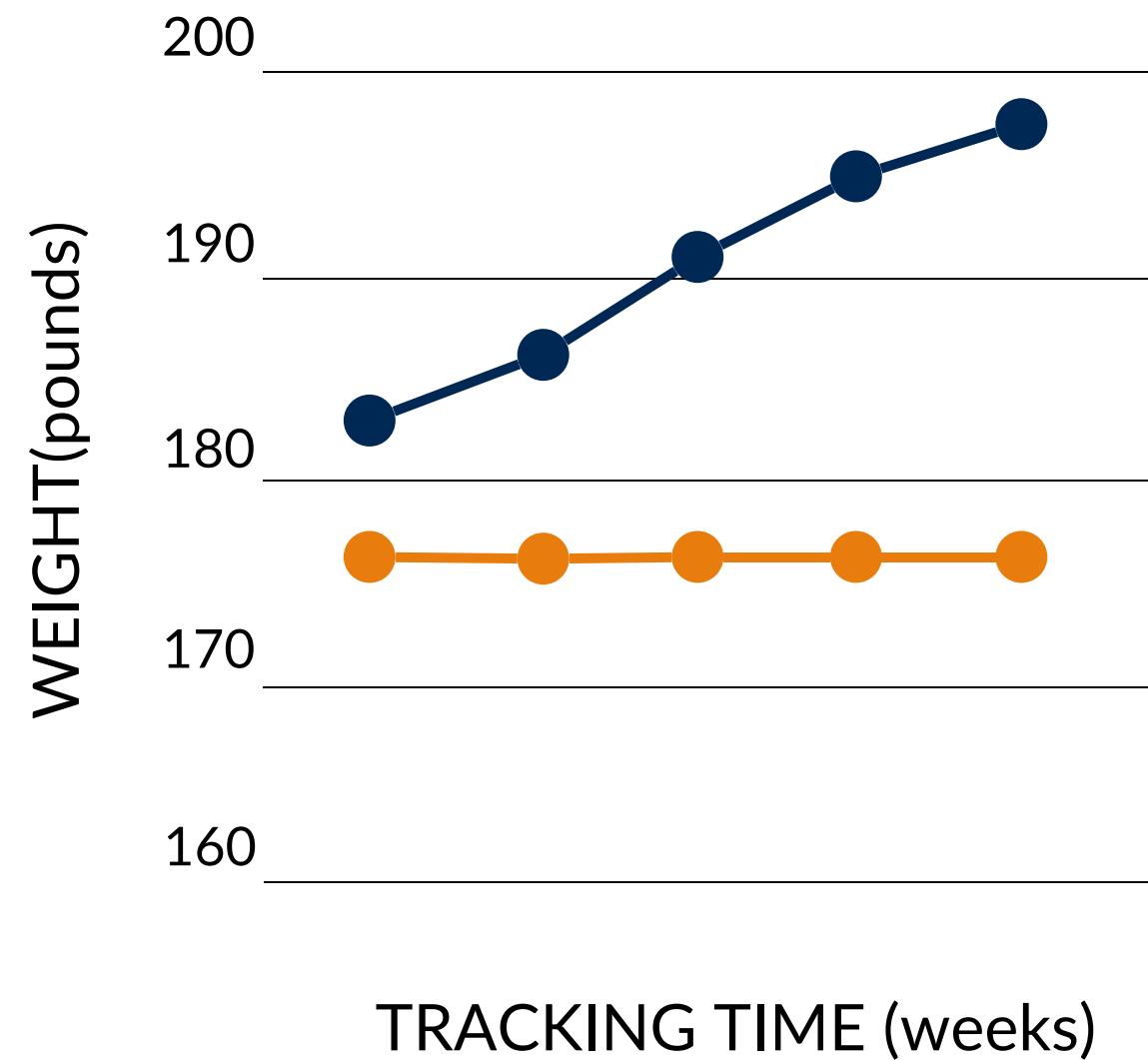


A stylized illustration of a map. A dark grey road with white dashed lines curves through the scene. A large, 3D orange location pin is placed on the road. The background shows a simplified map with green areas for parks or fields and tan areas for buildings or urban areas.

TRACK THE EXECUTION OF PERFORMANCE DRIVERS

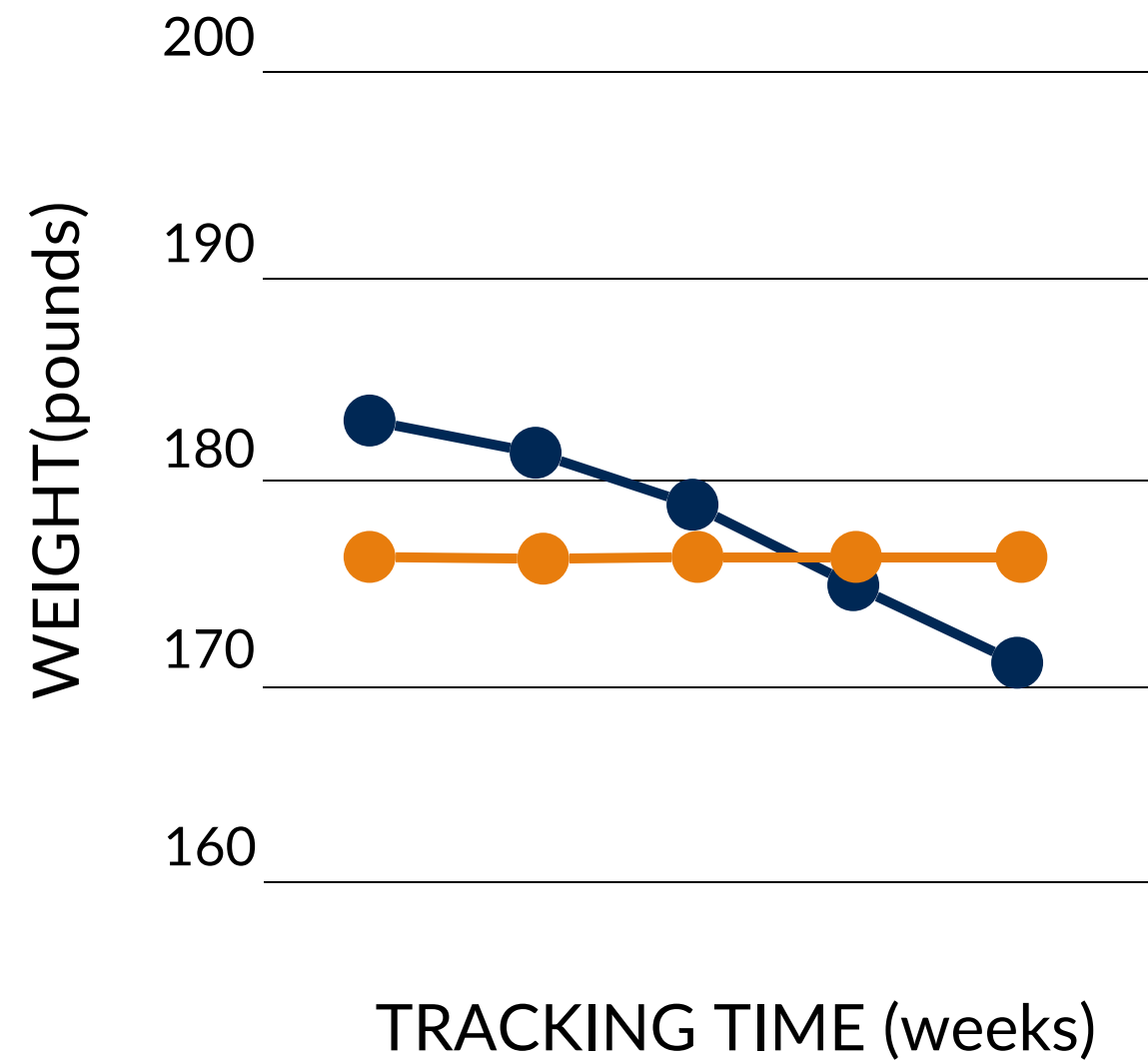
- Tracking builds discipline for execution.
- Validates the connection between behavior and results.
- Provides early warning signs regarding a drop-off in performance AND helps you diagnose the cause of performance problems.

t r a c k i n g PERFORMANCE DRIVERS



t r a c k i n g

PERFORMANCE DRIVERS





MASTER YOUR EXECUTION OF THE PERFORMANCE DRIVERS

*practice
practice
practice
practice*

**BUT IS ALL PRACTICE
EQUAL?**



Why don't your kids clean their bedroom when you ask them?

- Delivers more consistent, effective execution
- Shifts responsibility and accountability for performance to the performer
- Places a great emphasis on learning
- Allows leaders to be more effective coaches



Establish the Rhythm

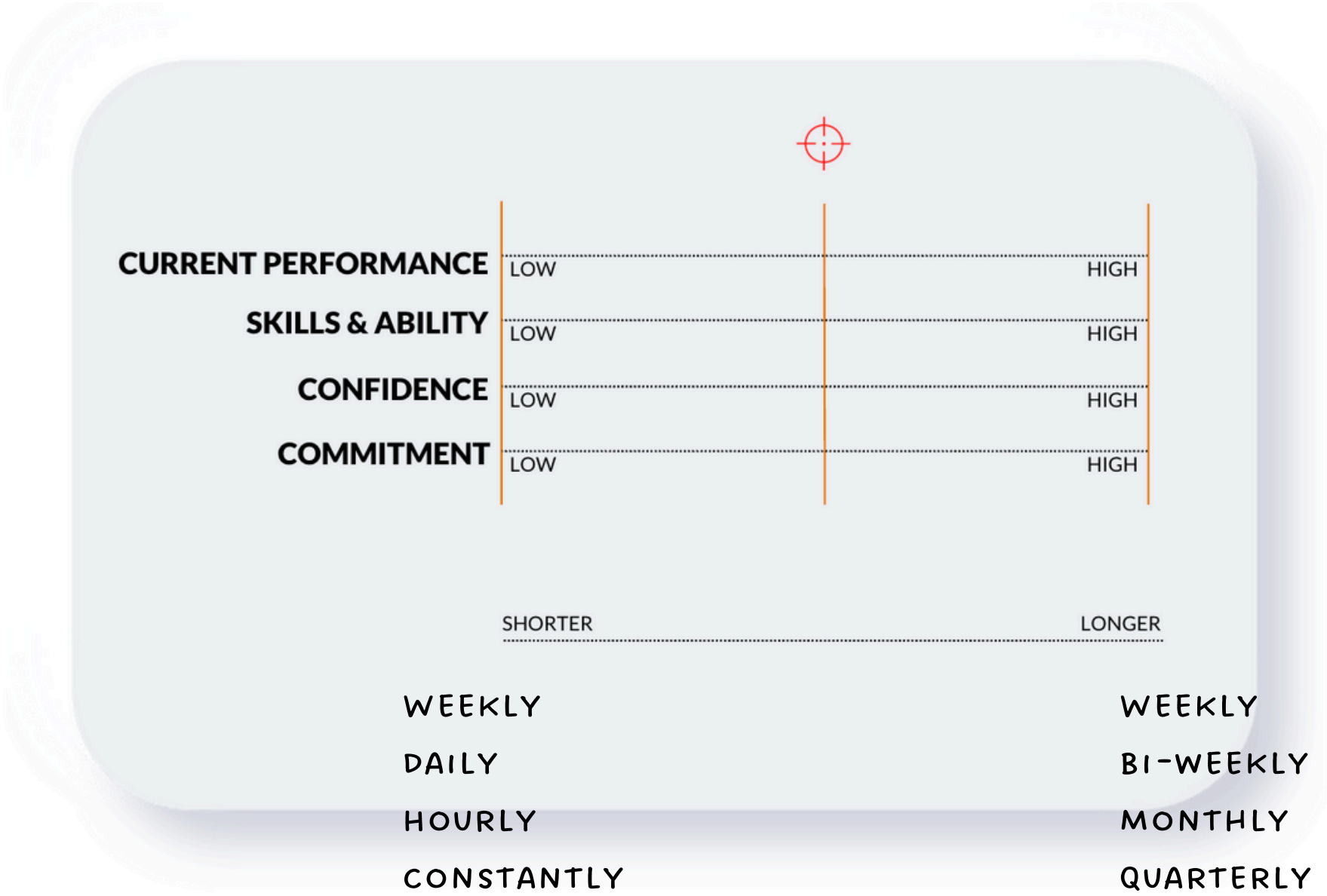
The 5x5 conversation: 5 Minutes, 5 Questions

Follow-through



ESTABLISH THE RHYTHM

...a simple framework for establishing the beat...



...but **NEVER** less often than Quarterly!

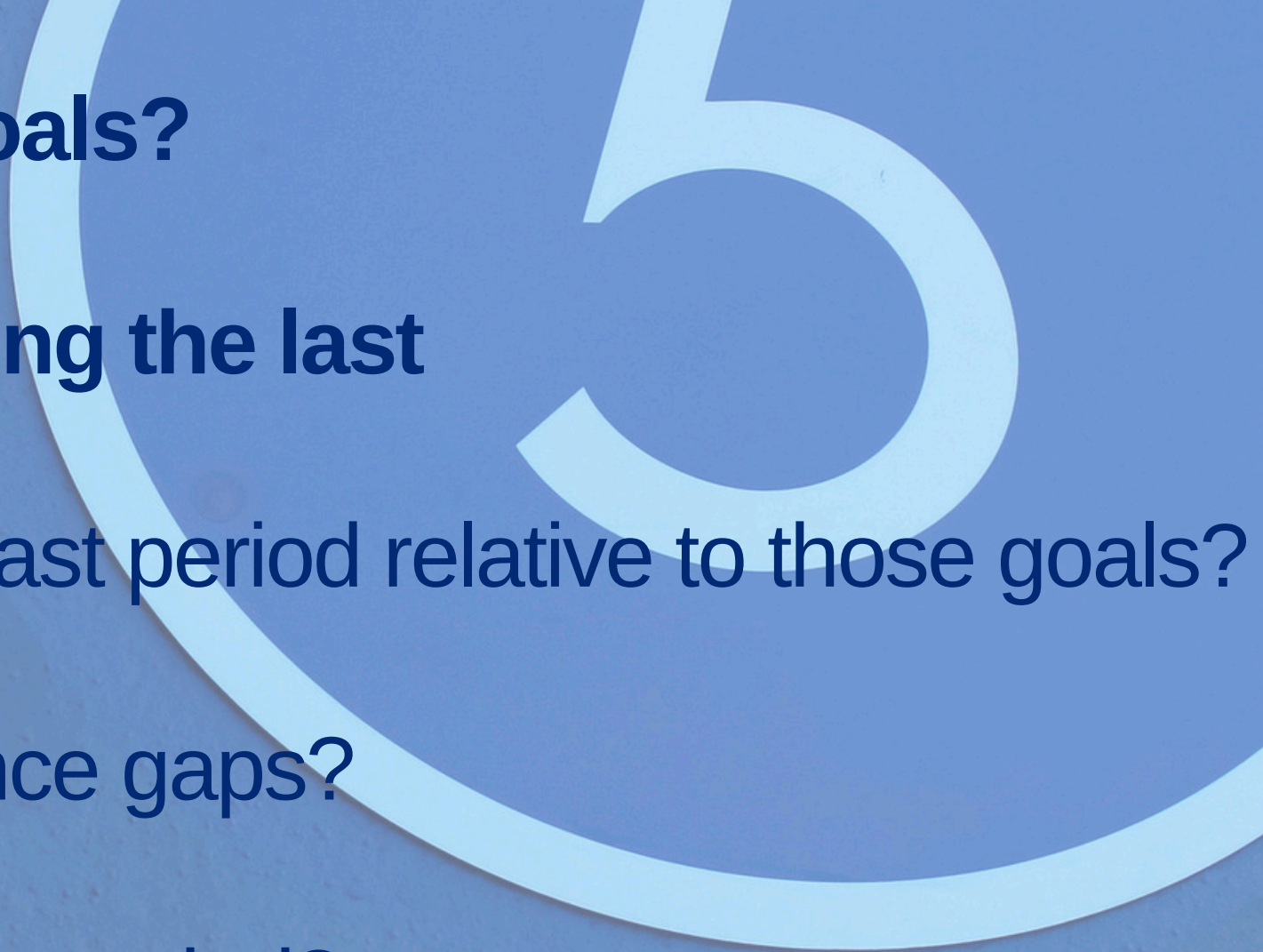
T H E 5 X 5 CONVERSATION

5 Questions X 5 Minutes

**Leadership magic.....
or as close as we can
find!**



FOLLOW-UP/FOLLOW THROUGH CONVERSATIONS THAT COUNT

- 
- 1** What are your top three goals?
 - 2** What were the results during the last period?
 - 3** What did you do during the last period relative to those goals?
 - 4** What caused any performance gaps?
 - 5** What is your plan for the next period?

**WRAP
UP**



PUTTING IT TO WORK

1. What are your key take-aways from today's discussion?
2. Identify at least 1 or 2 things you will think about or do differently as a result of today's session.
3. What, if anything, will you STOP doing?

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