

Integrated Breakthrough Programs

Helping Profit & Growth Responsible Executives Architect Breakthrough Journeys, by Creating and Sustaining Traction on a Higher Road, of Breakthrough Leadership Beliefs, Behaviors and Results.

We hear a lot about “execution” these days, which is encouraging. But strategy and execution are only as good as the traction they create and sustain, on the higher road of a breakthrough journey. Why are we so often disappointed with our investments of time and money in these areas, feeling like we are on a lower road than we could be on? We have to translate everything into traction - without traction, there is no journey.

Our integrated breakthrough programs will help you strengthen your role in the driving seat of your business, translating strategy and execution into traction. They will help you unlock, uplift and unfold a higher road of strategy and execution throughout your organization, architecting a breakthrough journey. They will help you translate your investments into results.

Change has Changed

The nature of change itself has changed – it has become much more like a dynamic journey on a shifting landscape. With the increasing turbulence in today’s business world, our agility as an organization gets tested every day, sometimes mildly and sometimes brutally.

Organizational agility is the ability to deal with rapidly changing circumstances, while out-executing our competition and stakeholder expectations (of customers, employees, suppliers and shareholders).

Our breakthrough programs will help you and your people understand the whole-problem and solution, whereas most “strategic planning and implementation” approaches only address part of the problem. It’s about being [In the Driving Seat](#) of organizational agility, translating strategy and execution into traction.

Mastering the Challenge of the “and”

This involves mastering the dynamic balance of strategy and operations, short-range and long-range, leadership and management and many other “and” propositions ([mastering the challenge of the “and”](#)). With the resource constraints of small-to-medium sized businesses in particular, this is difficult to achieve. Yet, in the driving seat of our cars we are able to do all of this and more, usually arriving at our desired destination safely, on-time and ready for what’s next. So how come, when we park in the lot outside our office and walk inside, these natural abilities seem to abandon us? They don’t - we just need concepts, models and tools to help us be in the same mode in the driving seat of our business. It’s about understanding the anatomy of the parts and the whole to achieve [execution excellence](#).

“Strategy & execution are only as good as the traction they create and sustain, on the higher road of a breakthrough journey”

Mike Richardson
experienced CEO/senior executive,
breakthrough leader and
entrepreneurial strategist/CEO coach.



People support a world they help create. We are strategy facilitators (with processes/questions) not consultants (with answers), believing it is a mistake to outsource strategy and strategic thinking to outside consultants. You and your team have all the answers you need – we will help you unlock and assemble them, to get (and keep) everyone in synch on the same page. No one knows your business better than you do - if needed, “expert” help can be “in-sourced” as part of the process.

In the Driving Seat®:
Translating Strategy & Execution into Traction

SHERPA ALLIANCE
Load carrying support for mountainous journeys

“Fasten your seatbelts. The turbulence has scarcely begun. With accelerating speed, we’ve transcended boundary after boundary of diversity and complexity. The past is ever less predictive; the future is ever less predictable and the present scarcely exists at all”
(Dee Hock, 1999, Birth of the Cha-ordic Age)

The Whole-Problem and Solution

Latitude-Problem Strategic Planning
Longitude-Problem Organizational Orientation
Longitude-Problem Organizational Orientation

The Bottom Line is Organizational Agility

Concept-suite, Model-set & Tool-box

Execution Excellence

Understanding the Anatomy of the Vehicle
In the Driving Seat®: Journey-judgment™

Altitude	Strategy	Mental Models	Productivity	Strategy Process
	Mid-Level	Leadership Communication Skills & style	Structures, Processes & Systems	Culture
	Operations	Operations Management	Flight Planning	Goal-Setting
		Short-Range	Mid-Range	Long-Range

The anatomy of a business vehicle which is fit for the journey challenge

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Utilizing Key Tools

We will use key tools to drive this agenda of execution excellence. With other supplementary tools, these provide the clarity and simplicity to get/keep everyone on the same page, creating the power of collective traction, momentum and steering. These include:

- Strategic Tri-Fold: A “tri-fold” strategic plan on one piece of paper, built around a systems-thinking model: creating a memory of the future we wish to create.
- Traction Plan: A multi-level, work breakdown structure: acting as a flexible and dynamically evolving dashboard for the journey.

This is a simultaneous process, not a linear one, of diagnosis (opportunity assessment), treatment (tools) and concurrent engineering.

Architecting Your Breakthrough Journey

We work with you and your team to progressively architect your breakthrough journey, finding the best path, by simultaneously planning:

- The parts and the whole
- Top-down and bottom-up
- Backwards from the future and forwards from the present

Not least of all, we will help you brew up a cultural breakthrough, embedding strategic thinking, mental agility and execution orientation. We will help you build the bus of high performance teamwork, not just with the right people in the right seats but with every seat being a driving seat, creating extra-ordinary alignment.

Designing Your Program and Engaging Your Team

These concepts, models and tools will bring form, fit and function to everything that is in motion in your business.

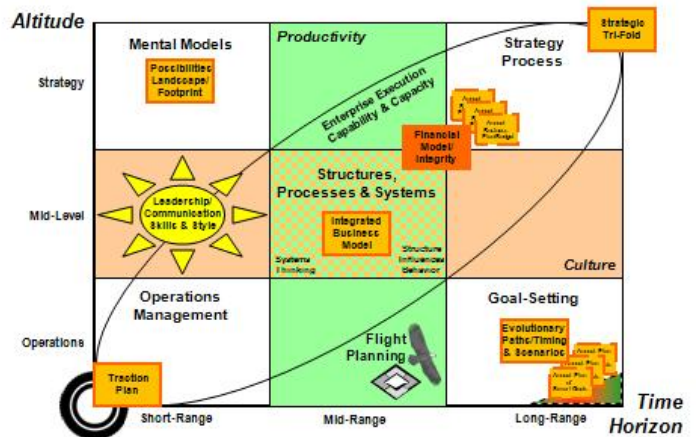
“Times of growth are beset with difficulties. But these difficulties arise from the profusion of all is that is struggling to attain form. Everything is in motion. Therefore, if one perseveres, there is great prospect of success”.

I. Ching

They reflect the integrated anatomy and DNA of your real-world execution challenge, which conventional “strategic planning and implementation” cannot cope with. Together, they illuminate a design template to formulate an integrated breakthrough program for your business, progressively engaging your team, establishing an ongoing process/cycle and driving results.

Execution Excellence

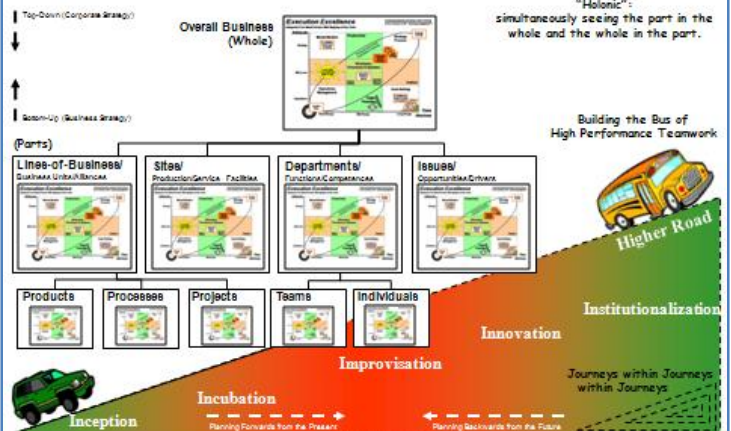
Understanding the Anatomy of the Vehicle in the Driving Seat: Journey-Judgment™



Key tools to concurrently diagnose, treat and engineer traction & steering

Path-Finding

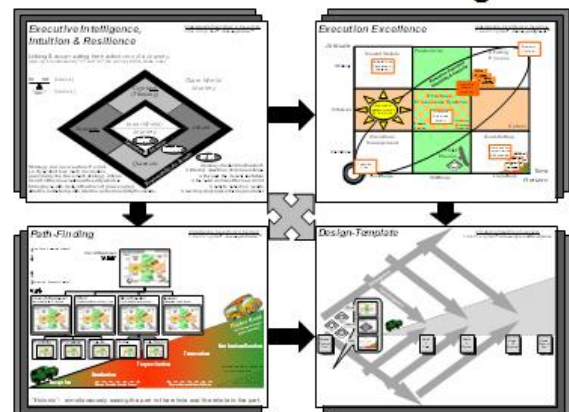
Understanding the Anatomy of the Road in the Driving Seat: Journey-holonic™



Progressively architecting your breakthrough journey and alignment

The Integrated Anatomy & DNA of Your Real-World Execution Challenge

SHERPA ALLIANCE 2008



Illuminating a design-template for an integrated breakthrough program

Strategy & execution are only as good as the traction they create and sustain, on the higher road of a breakthrough journey.