

Hybrid-Drive Options

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.

Hybrid Programs

We are also pleased to offer highly effective and affordable hybrid-drive options, comprising a hybrid of remote (by telephone and web) and local (face-to-face) facilitation, mentoring and coaching of CEOs, Executives and their teams. Programs are customized to your needs, taking a phased approach, such as:

Phase 1 (typically 3 months):

Telephone/web coaching, mentoring and facilitation using the [Journey-Judgment™ Opportunity Assessment](#) (see right) as a basis for:

- Assessing biggest opportunities to create breakthroughs to new levels of organizational agility.
- Recommend tools and templates to be used on a priority basis.
- Reviewing and evolving versions of these artifacts and leveraging them progressively.

Phase 2 (typically sometime in the second 3 months):

A face-to-face facilitation session to deepen and broaden the orientation, education and elaboration of the concepts, models and tools, promoting team collaboration for breakthroughs to new levels of organizational agility.

Phase 3 (typically 3 months)

Continuing telephone/web coaching, mentoring and facilitation to drive the execution of these concepts, model and tools through to results and assessing subsequent priorities and opportunities for continuous improvements and breakthroughs.

“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.

“I have been through a lot of strategic planning processes in my career and this is the best I have seen. It is complete, straightforward and as simple or as sophisticated as you want to make it.”
Hank Nordhoff, Chairman & CEO, Gen-Probe Incorporated (NASDAQ: GPRO).

□ For Your Department/Function		The Journey-Judgment™ Opportunity Assessment		SHERPA ALLIANCE	
□ For Your Business/Organization Overall		© Sherpa Alliance, 2008. All Rights Reserved.		Load carrying support for mountainous journeys	
Section	13 Driving Disciplines			Score	
B	Bringing Journey Orientation into focus. Change has changed, becoming much more like a dynamic journey on a shifting landscape. The longitudinal dimension of journey orientation has emerged as a 3 rd and primary dimension around which we must reframe our approach to translating strategy and execution into traction. This is essential for a new chassis of business acumen for organizational agility.			/15	
R	Reinforcing a Mindset of Operations Management. In continuous process businesses errors unfold rapidly and propagate quickly, often with disastrous consequences. High reliability operations management prevents crises management. All businesses are continuous process businesses to some degree.			/15	
E	Enhancing Strategic Productivity. Our productivity at a strategic level depends upon using an integrated framework and set of tools, to avoid overwhelm and formulate a progressive work product. The test of good strategic tools is how quickly we can pick up the conversation next time from where we left off last time.			/15	
A	Accentuating Short-Range Culture. (Accentuating: to stress or emphasize; intensify; single out as important; mark with an accent). More than ever before, the culture we need to cope with short-range pressures and performance expectations must be loud and clear with leaders turning up the volume.			/15	
K	Keeping our Flight Planning envelope expanded to our full Execution Excellence agenda. Our flight envelope is prone to collapsing back to the bottom-left-hand corner of our execution experience agenda because of conspiring forces, including – (i) the tyranny-of-the-urgent and (ii) our unconscious-resistance to the more ambiguous and abstract work of strategy and the long-range. That leaves us flying blind.			/15	
T	Tackling Operational Productivity. Our productivity at an operational level is about handling day to day work-flow and crises management amongst shifting priorities, problems and opportunities. It's about our time management, priority management, project management and many other related concepts, as a team.			/15	
H	Holding a Recurring, Rigorous & Rallying Strategy Process. The essence of strategy is conversation. If you don't have much conversation, you probably don't have much strategy. Unless we hold ourselves fully accountable, a strategy process can easily become ill-disciplined, open-ended and laborious.			/15	
R	Re-engineering Structures, Processes & Systems. The efficacy (capability and capacity to produce a desired result) of our infrastructure of structures, processes and systems is a key – not just relating to our core business-processes, but also our infrastructure of other management-mechanisms, such as meetings.			/15	
O	Orchestrating a Goal-Setting Cascade & Review Process. Agile alignment throughout our business depends upon a well orchestrated cascade and review process of goal-setting, balancing the over-engineered rigidity of too much and the organic open-endedness of too little.			/15	
U	Unlocking & Challenging Mental Models. The paradigms, mindsets, assumptions and beliefs held by you, your team and your organization are the mental models through which you interpret the world. Old, used-up and out-of-date mental models imprison our thinking and ability to see new possibilities.			/15	
G	Guiding Leadership/Communication Skills & Style. Our style and skills of leadership and communication set the tone for our culture, creating resonance (or dissonance) with the team-work we desire. We are the role model that our team emulates, founded on our emotional intelligence and resilience.			/15	
H	Handling Accountability for Long-Range Culture. Our culture regarding the long-range thinking and commitment to advance strategic initiatives can often be very challenging and prone to excuses rather than results. How we handle this is crucial, to sustain the accountability we need.			/15	
!	Integrating our Enterprise Execution Capability & Capacity. The execution capability and capacity of our enterprise is more than the sum of the above parts – often all of the parts are there but the whole hasn't emerged – some integration is required, to combine the art and science of a unifying architecture of execution. This includes recognizing and teaching execution as a system and a discipline, of accumulating knowledge, tools and techniques, broadly and deeply throughout the organization.			/20	
Your Agility Advantage™ Index:				Grand Total (out of 200)	
Your Agility Advantage™ Percent:				Divide by 2 to derive %	
Assessing Your Opportunities for a BREAKTHROUGH in developing the advantage of Organizational Agility www.sherpaalliance.com Page 12					