

Problem-Solving Workshops for New and Experienced Leaders
99% Hands-On • Only 1% Lecture

Speed
Leadership
for the Digital Age

Better Leadership by DesignTM

Do You Have These Problems?

- Leadership Inconsistency
- Poor Execution
- Slow Response Time
- Poor Quality Information
- Poor Information Flow
- Work Overload and Confusion
- Low Employee Satisfaction
- Struggling to Keep Up With the Times

What is Speed Leadership?

New Leadership Design for the Digital Age

Simplify Leadership and
Make Leader's Job Easier

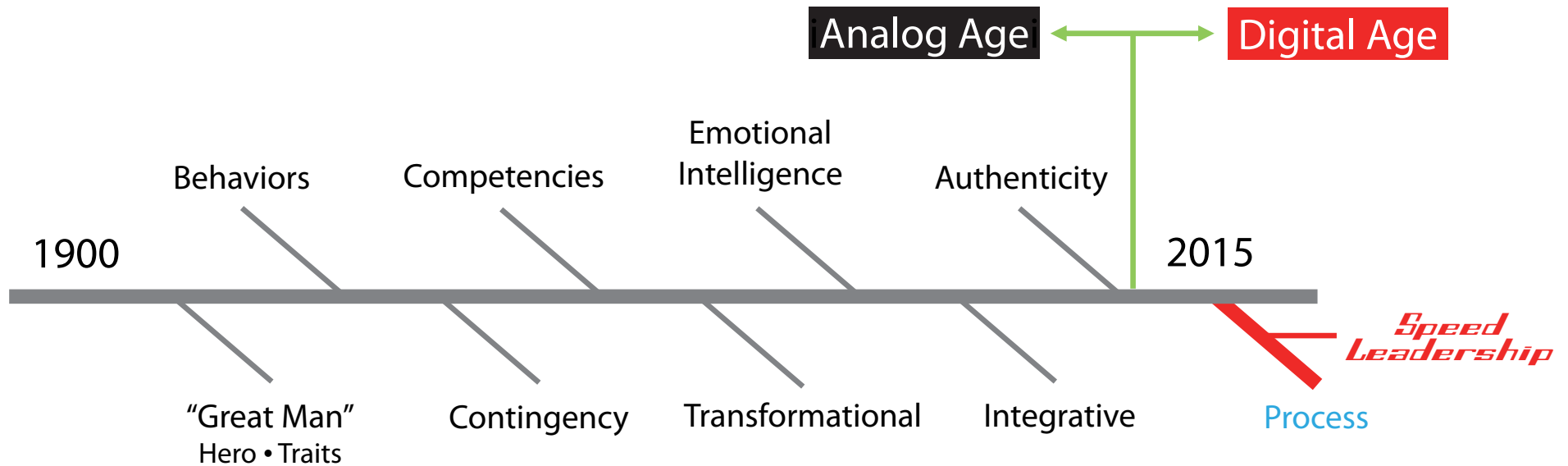
Eliminate Delays, Errors,
and Re-Work

Help Employees do Good
Work Quickly and Effectively

Improve Leadership Quality
and Impact

Based on a New Concept of Leadership
Time • Information • Information Flow

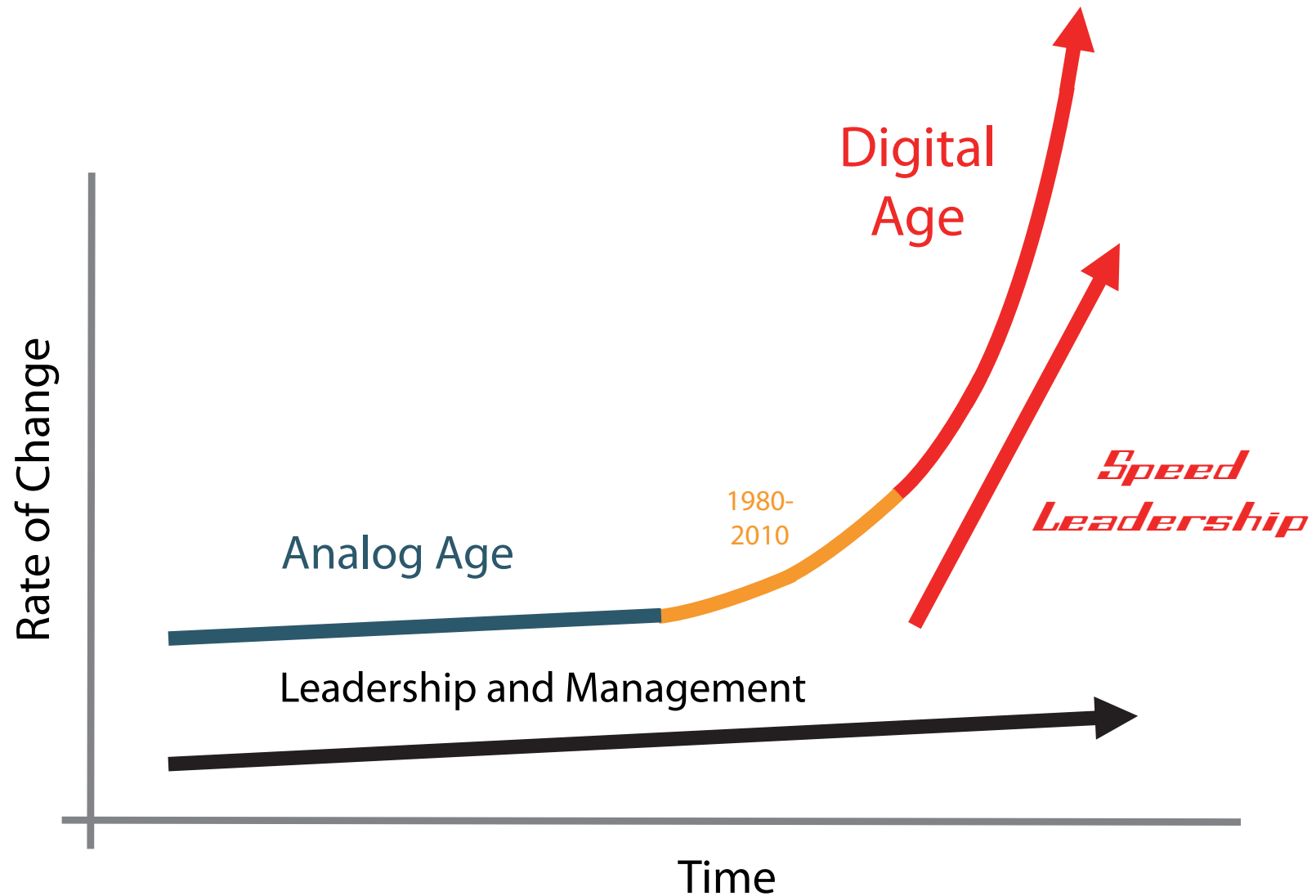
Leadership Evolutionary Tree



100+ Year Behaviors Focus in Analog Age

Digital Age Requires a Process Focus

Rapidly Changing Times Require a New Approach to Leadership



15 Leadership Processes

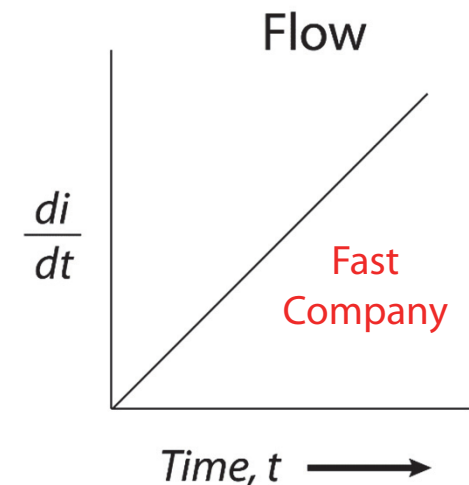
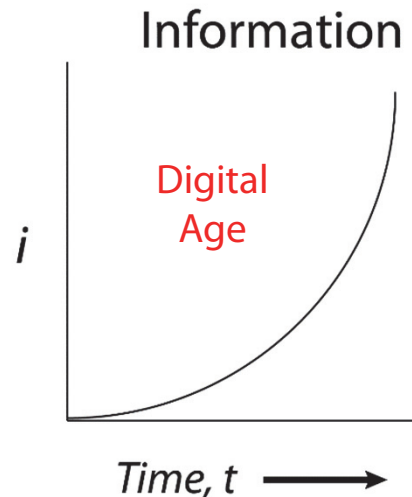
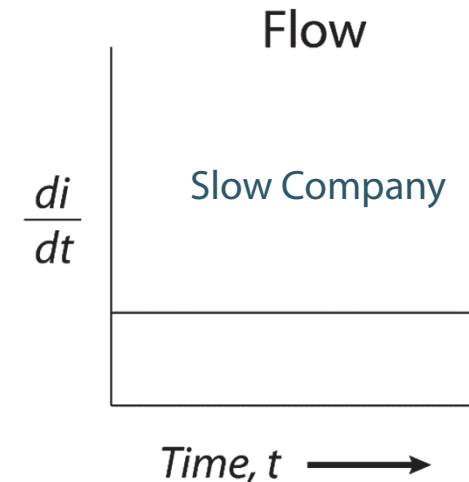
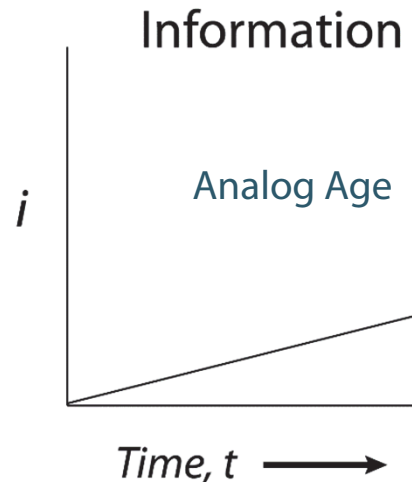
1. Leading and Managing People
2. Planning and Budgeting
3. Workload Management
4. Decision-Making
5. Problem Recognition and Response
6. Problem Solving
7. Management Reviews (finance, operations, human resources, etc.)
8. Employee Feedback and Coaching
9. Team Meetings
10. Asking Questions, Listening, and Receiving Feedback
11. Information Sharing
12. Developing People
13. Performance Appraisal
14. Walking Around, "Go See"
15. Stakeholder Engagement (customer, supplier, investor, community)

Leadership for the Digital Age

Blame People for Problems
Fix Recurring Problems
Bureaucracy / Status Quo
Destroy New Ideas
Chaos and Complexity
Stagnation Leadership

VS.

Blame the Process for Problems
Confront New Problems
Experiment / Try New Things
Create New Ideas
Control and Simplicity
Speed Leadership



Traditional Workshop

One Subject/Topic

Expert-Driven Teaching

Mostly Lecture

Sitting & Listening

Too Much Theory

Passive Learning

Focus is on Understanding

Forget it the Next Day

Don't Apply it at Work

Speed Leadership

Workshops

Multiple Subjects/Topics

Personalized Discovery and Learning

99% Hands-On, 1% Lecture

Work, Think, and Talk

No Theory

Active Learning

Focus is on Creating and Making

Remember it Forever

Apply it at Work

The Workshops

Mix and Match to Meet Individual Leader and Business Needs

Workshop	Subject	Activity	Duration
V1	Leadership as 15 Processes	Identify Leadership Process Errors, Root Cause of Errors, and Most Hazardous Errors to Leaders and Followers	1.5 days
V2	Function of Each Leadership Process	Identify the Function of Each Leadership Process	1
V3	Standards for Each Leadership Process	Create Standards for Each Leadership Process	½
V4	Standards for Each Leadership Process	Create Methods to Achieve the Standards and Error-Proof Leadership Process	1
V5	Process-at-a-Glance Charts	Create PaaG Charts for Leadership Processes	1.5
V6	Basic Design of Leadership Processes	Create Standard Work for Leadership Processes	¾
V7	Detailed Design of Leadership Processes	Create Standard Work Details for Leadership Processes	1
V8	Design the Type of Leader You Want to Be	Establish Standards and Create Processes for Achieving, Maintain, and Improve the Standards	1
V9	Analog and Digital Age Leadership Beliefs, Behaviors, and Competencies	Create Methods to Become Digital Age Leader	1
V10	Embarrassing Company Failure and Leadership Decision-Making	Perform Detailed Failure Analysis and Design a Process for Improved Decision-Making	1
V11	Teaching the Next Generation of Leaders	Determine What You Will Teach and How You Will Teach it	¾
V12	Workshop Learnings and Daily Practice	Create Two Types of Visual Controls: One-Page Sign and Handmade Physical Object	2

Speed Leadership for the Digital Age

Feedback

“Looking at leadership from a process perspective rather than a behavioral perspective is brilliant.”

- Ovidiu Contras, Bombardier

“Bob’s insight about treating leadership as a process is a breakthrough in leadership thinking.”

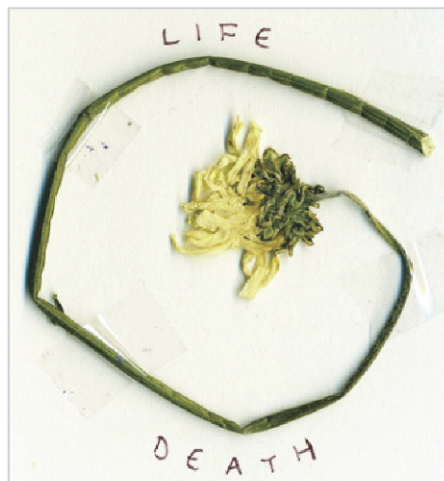
- Dan Latham, Amgen

Unlike Lean, which changes everything, Speed Leadership will help you do what you do better — much better.

You will be amazed how simple and practical Speed Leadership is.

Let's Move Leadership Forward

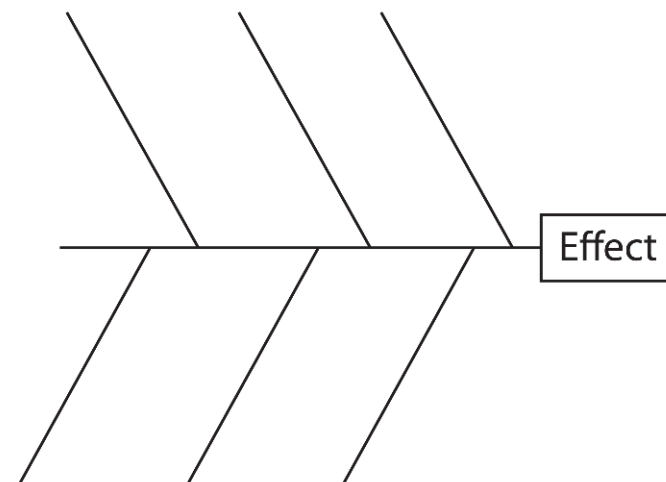
From Leadership As Art



Behaviors • Personality

Impractical • Difficult to Measure

To Leadership As Science



Processes • Cause-and-Effect

Practical • Specific • Actionable • Measurable



*Speed Leadership Helps You
Do What You Do Better.*

Contact Bob Emiliani to Learn More
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