ENTERPRISE COMMITMENT EL ASHCARDS

Cut these out and distribute them to members of your team. Keep one in your wallet or purse and refer to it often, particularly when you need a reminder of the Enterprise Commitment.

The Enterprise | Commitment

"When working in a team or group environment. I will place the interests of the enterprise above my personal interests."



Visit http://www.predictablesuccess.com/SYT to learn more.

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The Enterprise | Commitment

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VISIONARY LEADER FLASHCARDS

Cut these out and distribute them to members of your team. Keep one in your wallet or purse and refer to it often, particularly when you need a reminder of the Enterprise Commitment.

Leading as a Visionary Working with a Visionary **Visionary Assets Visionary Challenges** Be selective in their involvement. Don't judge, just listen. Vision Boredom with detail Allow them their vanities. Flexibility Need for ownership Ask, don't tell. Extremes of commitment Courage Allow them to use the turf. Talking to think Simplicity Lack of structure Dispatch Shiny blue ball syndrome Visit http://predictablesuccess.com/visionary High-level perspective = to learn more. Time-lapse distortion

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|-----------------------------------------------------------|------------------------------|------------------------------------|--------------------------------------------------------------|--------------|
| Leading as a Visionary | | | Working with a Visionary | |
| Visionary | Assets V | isionary Challenges | Be selective in their involvement. Don't judge, just listen. | |
| Vision | | Boredom with detail | | |
| Flexibility | | eed for ownership Allow them their | Allow them their vanities. | |
| Courage | | Extremes of commitment | Ask, don't tell. | (Q) |
| Simplicity | | Talking to think | Allow them to use the turf. | . 01 |
| Dispatch | | Lack of structure | | 7. M. 77 |
| | | Shiny blue ball syndrome | Visit http://predictablesuccess.com/visionary | 4 |
| | | High-level perspective = | to learn more. | (1) |
| | | Time-lapse distortion | co real more. | |
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OPERATOR LEADER FLASHCARDS

Cut these out and distribute them to members of your team. Keep one in your wallet or purse and refer to it often, particularly when you need a reminder of the Enterprise Commitment.

Leading as an Operator Leading as an Operator **Operator Assets Operator Challenges** Be there with your team (physically, mentally, emotionally). Provide focused contributions. Prioritizing & Capacity Impatience Be disciplined in your execution. Reality check Shortcuts and workarounds Show respect for process. Simplification Asks forgiveness, not permission Apply the Enterprise Commitment. Transition to action Verbal compliance, active Execution non-compliance Visit http://predictablesuccess.com/operator Lack of structure to learn more. Becoming a bottleneck

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Leading as an Operator

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Operator Assets

Prioritizing & Capacity Reality check Simplification Transition to action Execution

Operator Challenges

Impatience Shortcuts and workgrounds Asks forgiveness, not permission Verbal compliance, active non-compliance Lack of structure

Be there with your team (physically, mentally, emotionally).

Provide focused contributions. Be disciplined in your execution.

Leading as an Operator

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Show respect for process.

Apply the Enterprise Commitment.

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Leading as an Operator

Operator Assets

Prioritizing & Capacity Reality check Simplification Transition to action Execution

Operator Challenges

Becoming a bottleneck

Impatience Shortcuts and workarounds Asks forgiveness, not permission Verbal compliance, active non-compliance

Lack of structure

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Leading as an Operator

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Leading as an Operator

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Prioritizing & Capacity Reality check Simplification Transition to action

Operator Assets

Execution

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Lack of structure Becoming a bottleneck

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PROCESSOR LEADER FLASHCARDS

Cut these out and distribute them to members of your team. Keep one in your wallet or purse and refer to it often, particularly when you need a reminder of the Enterprise Commitment.

Leading as a Processor Leading as a Processor

Processor Assets

Consistency and repeatability Scalability

Accuracy Control

Clinical perspective

Processor Challenges

Invariable pace

Resistance to risk and change

Overanalysis

Default to no

Lagging indicator

Becoming a bottleneck

Consider risk (evaluate potential benefits).

Share priorities (consider shifts).

Listen for what's important.

Disciplined decision making (set limits).

Apply the Enterprise Commitment.

Visit http://predictablesuccess.com/processor to learn more.



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Leading as a Processor

Processor Assets Consistency and

repeatability Scalability

Accuracy

Control

Clinical perspective

Processor Challenges

Invariable pace

Resistance to risk and change

Overanalusis

Default to no

Lagging indicator

Becoming a bottleneck

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Disciplined decision making (set limits).

Apply the Enterprise Commitment.

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Leading as a Processor

Processor Assets

Consistency and repeatability

Scalability

Accuracy

Control

Clinical perspective

Processor Challenges

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Leading as a Processor

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Disciplined decision making (set limits).



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Listen for what's important.

Leading as a Processor

Processor Assets

Consistency and repeatability

Scalability

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Clinical perspective

Processor Challenges

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Lagging indicator Becoming a bottleneck Apply the Enterprise Commitment.

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SYNERGIST LEADER FLASHCARDS

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Leading as a Synergist

Leading as a Synergist

Respect people's firewalls.

Promote action and results.

Synergist Assets

Inherent Enterprise Commitment

Hiah EO

Understands dynamics of group interactions Persuasive without being

manipulative

Shares affinities with Visionaries and Processors

Synergist Assets

Inherent Enterprise

group interactions

Understands dynamics of

Persuasive without being

Visionaries and Processors

Commitment

manipulative

High FO

Synergist Challenges

Overemphasis on consensus Overvaluing loyalty / commitment Perception of tolerating underperformance

Losing sight of operational goals Perception of 'not doing anything' Breaching 'people firewalls' Time / productivity management Clashes with Operators

results.)

(Get results through people.) Visit http://predictablesuccess.com/synergist

Focus on organizational goals. (Balance relationships and

Recognize relationship differences (across styles).

to learn more.

Apply the Enterprise Commitment.

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Leading as a Synergist



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Leading as a Synergist

Synergist Challenges

Overemphasis on consensus Overvaluing loyalty / commitment

> Perception of tolerating underperformance

Losing sight of operational goals Perception of 'not doing anything' Breaching 'people firewalls' Time / productivity management

Clashes with Operators

Focus on organizational goals. (Balance relationships and

Recognize relationship differences (across styles).

Respect people's firewalls.

Promote action and results.

Apply the Enterprise Commitment. (Get results through people.)

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Shares affinities with

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Leading as a Synergist

Synergist Assets

Inherent Enterprise Commitment

High EQ

Understands dynamics of group interactions

Persuasive without being manipulative

Shares affinities with Visionaries and Processors

Synergist Challenges

Overemphasis on consensus Overvaluing loyalty / commitment

Perception of tolerating underperformance

Losing sight of operational goals Perception of 'not doing anything' Breaching 'people firewalls'

Time / productivity management Clashes with Operators

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Leading as a Synergist

Focus on organizational goals. (Balance relationships and

Recognize relationship differences (across styles).

Respect people's firewalls.

Promote action and results.

Apply the Enterprise Commitment. (Get results through people.)

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Leading as a Synergist

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Persuasive without being manipulative

Shares affinities with Visionaries and Processors

Synergist Challenges

Overemphasis on consensus Overvaluing loyalty / commitment Perception of tolerating underperformance Losing sight of operational goals

Perception of 'not doing anything' Breaching 'people firewalls' Time / productivity management Clashes with Operators

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Recognize relationship differences (across styles).

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Promote action and results.

Apply the Enterprise Commitment. (Get results through people.)

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