





Rhythmic Strategic Thinking & Execution Planning

TODAY'S AGGRESSIVE CHALLENGES

- ⚠ HBR; 90% of effective strategies on paper fail due to poor execution.
- ⚠ Booz; 52% of executives don't feel their company's strategy will lead to success.
- ⚠ Only 37-17% of today's global workforce (33% in US) is actively engaged, with the top driver for engagement being "clarity on the organization's priorities".
- ⚠ 64% of executives say their biggest frustration is "having too many conflicting priorities". The vast majority of which (82%) saying functional departments in their companies get competing demands from different business units.

WORKFORCE AGILITY DELIVERS PERFORMANCE & RESULTS

 **Studies show that an Agile Workforce delivers 2 times better productivity with 3.5 times better quality in ½ the time of non-Agile.**

-  **+10 - 30% profitability**
-  **+30 - 50% productivity**
-  **+40 - 70% engagement & accountability**

As companies get larger, agility is lost, superseded by process, procedures & chain of command thinking. Through practical knowledge transfer we instill the principles of Agile Software Development & Lean Manufacturing across the entire enterprise, both key contributors to success for scalable fast growth business environments.

Leveraging psychological frameworks, immediate behavioral changes are followed by business results across the organization within 30-90 days from an initial engagement.

WHO NEEDS IT

I help early stage companies nail their operations as they prepare for their next stage of growth, and later stage companies guarantee Workforce Agility.

Company Stage & Top 5 Needs	Effective Company Culture	Strategic Alignment & Comm.	Employee Motivation / Engagement	Rhythm & Focus Practices	Scalability	Workforce Agility	Organizational Design & Dynamics
Post B funding Fast growth (USD +10M)	☑	☑		☑	☑		☑
Medium-sized Fast growth (USD +50M)	☑	☑		☑	☑	☑	
Fortune 500	☑	☑	☑	☑		☑	

ENGAGEMENT & ACCOUNTABILITY EQUATION

Engagement is defined as a property of the relationship between an organization and its employees. An engaged employee is one who is fully absorbed by, and enthusiastic about, their work, and so takes positive action to further the organization's reputation and interests.

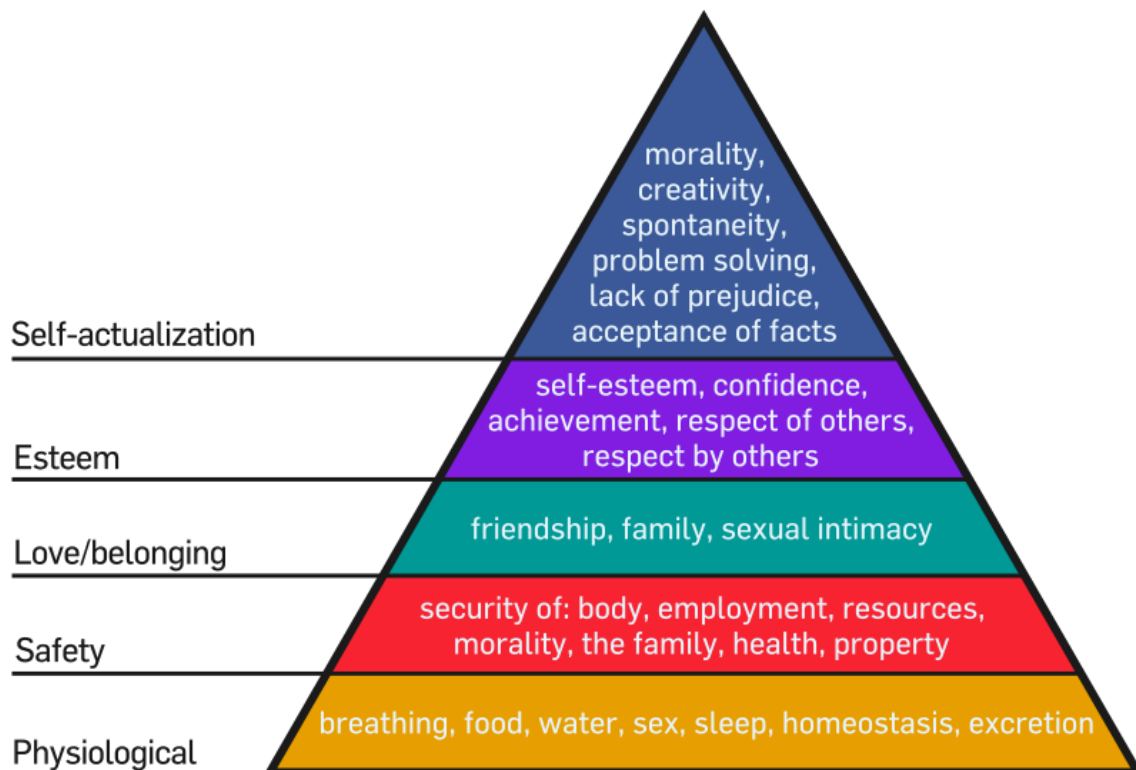
Accountability (ownership) is a consequence of engagement, and conversation is the glue that holds it all together.

A Rhythmic Strategic Thinking & Execution Planning practice guarantees:

- **I**ndividuals = **O**wnership, **C**larity & (the right) **A**ction
- **M**anagers = **C**oaching, **R**elationships and **D**ialogue
- **E**xecutives = **T**rust, **C**ommunication and **C**ulture

Knowledge transfer of practical psychological frameworks drives engagement and inspires motivation, characterized as humans' innate curiosity & stages of growth.

Physiological, Safety, Belongingness and Love, Esteem, Self-Actualization and Self-actualization are common human needs that transcend all growth & development stages of any organization, and independent of industry or geographical location.



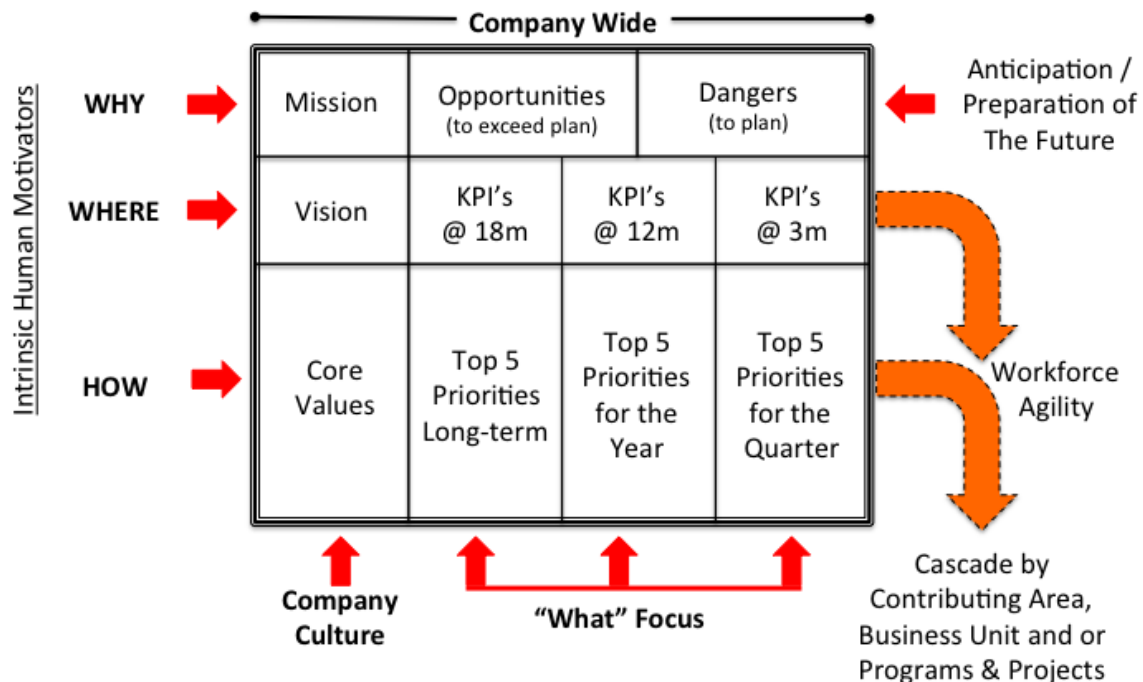
GETTING EVERYONE ON THE SAME PAGE

The first key to addressing today's aggressive challenges is to engage & communicate in practical speak. When everyone feels heard and their contribution is valued, organic engagement & ownership level accountability is the natural result.

For more than 30 years Rhythmic Strategic Thinking & Execution Planning Frameworks have transitioned strategic theory into successful operational execution.

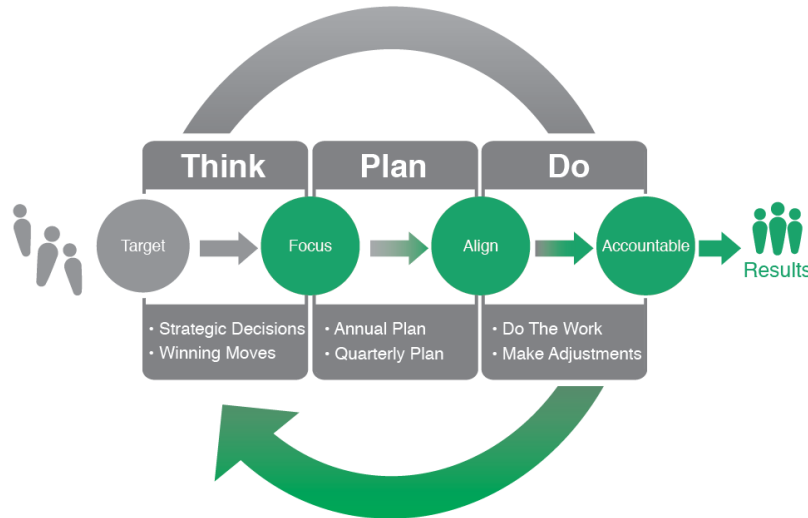


Rhythmic Strategic Thinking & Execution Planning ownership is cascaded throughout the organization using a One Page Strategic Plan communication practice, literally guaranteeing the entire company is on the same page, aligned & committed to the same Top 5 Priorities that deliver expected business results.

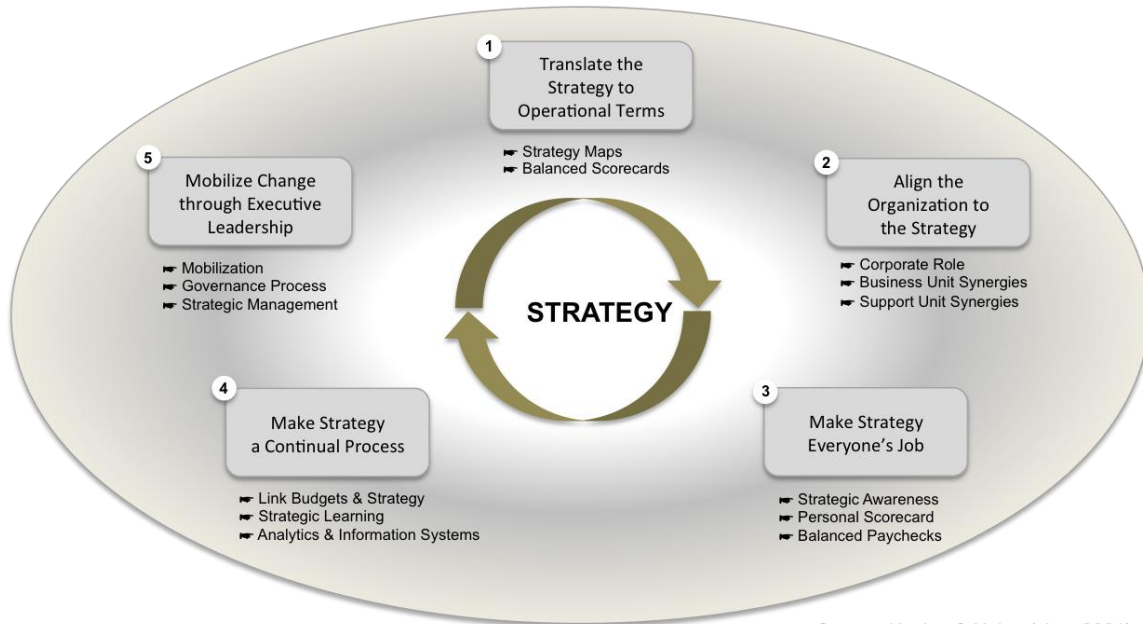


BEST PRACTICES & PRACTICAL CONVERSATIONS

Weekly, monthly & quarterly rhythmic pulse checks keep Rhythmic Strategic Thinking & Execution Planning agile and always relevant in supporting your pivoting capacity to address the ever-changing dynamics of today's marketplaces.



Proven & trusted fundamentals, like Balanced Scorecard principles, are adapted to your organizations unique DNA / Culture. Your strategy is therefore immediately & consistently relevant to everyone across all functional departments.



Source: Kaplan & Nolan (circa 2001)

ABOUT JC

For more than 30 years [JC Duarte](#) has helped organizations address organizational dynamics impeding scalable growth. JC's passion, facilitation skills & practical knowledge transfer successfully bridges business theory to operational execution.

RHYTHMIC STRATEGIC THINKING & EXECUTION PLANNING FRAMEWORK

End-to-end modular solutions focused on customizability and continuous learning.

SESSION PREPERATION		
	Discovery Session	Maximize benefit via existing individual / group dynamics
	Leadership Assessment	Self-assessment, <u>continual coaching</u> & knowledge transfer
	Real-World Scenarios	Relevant & current on-the-job challenges for immediate benefit
SESSION CORE MODULES		
Organizational Layer	Culture Pulse-Check	Practical check-in; performance alignment to desired Culture
	Strategy Pulse-Check	Validate previous assumptions & adjust / pivot as appropriate
	Retrospect & Plan	Learn from past performance & results to apply toward future action
	SWOT & Top 5	Focus, align & agree Top 5 Priorities for the upcoming period
	Agile & Lean	Knowledge transfer of iterative & waste reducing principles
People Layer	Engagement (X)	Understand what drives employees & business objectives
	Building Trust	How to create, repair and maintain trust throughout the organization
	Communication	Skills required to achieve goals & build strong relationships
OPTIONAL MODULES		
Organizational	Cascade Ownership	Increase impact & benefit by sharing the experience with direct reports
	Establishing Goals	Establishing & supporting the right SMART goals, leading & lagging KPI's
	Effective Meetings	How to create brief, productive, efficient & effective meetings
	Managing Change	Maintain engagement, contribution and satisfaction in times of change
People	Influencing Others	Creating buy-in through relationship building & influencing strategically
	Effective Delegation	Increase contribution and satisfaction without micromanaging
	Effective Feedback	Foster higher performance through SMARTER feedback

YOUR CALL TO ACTION

Contact [JC Duarte](#) or call 415-954-2677 for a complimentary practical discussion on how the Rhythmic Strategic Thinking & Execution Planning Framework can address your current situation. Guarantee that you have the right organizational dynamics to deliver the performance & business results you require.