The Role of the Modern Business Leader
Who am I?
What do I do?
Why I do it?
UC, Stanford, Cornell
CEO TRG
I work with good companies & make them better

Consultant:
Strategic Execution Facilitation
High Performance Coaching
Leader development
Theory meets real life
Academic influence

SIMPLIFY YOUR BUSINESS
The RESULTS Group
We are your Strategy Execution Partners

We simplify business
30 Years in:
I don’t know all the answers
I have experienced big success & big failure

Leadership is truly one of life's challenges & gifts

#Humility
Purpose: The Why?

To make a difference to the way people lead.

Getting the important things done.
Who are you?
The Challenges We face in Biz today:
Constant change, Pace, Info is free, education is free, comms are immediate, Clients are connected, global influence, tech disruption (AI, Robotics, Big data), Hard to stay profitable & growing whilst changing, diverse workers, trade agreements
42% of university graduates never read another business book.

Professional development stops.

#WTF?
Professional services are changing
Wide and shallow for resilience, Narrow and deep for profitability

#ResilienceToTakeAHit
What makes a leader?

#Managers are weanies

Note: There are no statues of committees in our parks!
A leader must disrupt the business as usual of the business.
Emotions are the DNA of Inspiration

#Influence
Our biggest challenge in leadership?

Leading ourselves, family & our kids well

We lead up, down & sideways

We all lead
The Executive Leadership Context

Self Leadership
- Personal Values
- Authenticity
- Self Confidence
- Being Grounded
- Being Self Aware

Leading Teams
- Integrating indivs to achieve a common purpose.
- Balancing Indiv, Group, & Task needs
- Resolve conflict
- Measuring performance

Leading Leaders
- Leading through others, trust & delegation,
- Grow & Coach Leaders
- Generating org capability
- Integrating teams

Organisational Leadership
- Creating vision, strategy, alignment & engagement,
- Navigating ambiguity & change
- Policy, Systems & Processes
- Organisational performance
- Leading the SLT

Governance
- Oversee: CEO, Strategy, Performance & Risk, Finance, Brand

Simplify Your Business
The craft of the Generalist

The professional leader
Biz Success today needs High Performance Leaders
Change is constant
Change is relentless
Change is going to increase in tempo
Reflection
“If You are as Good as you are going to be you can’t work here anymore”

#Pivot
“If read 6 books a year on a biz topic = top 1% in USA

12 books per year = top 1% in world

Read for 1 hour per day, 7 days per week on a topic for 7 years you will be considered a national authority on that topic.

#Legend
“Tight and Loose”
**Strategy & Execution = Cadence**

*Review Strategy every year*

**Vision:**
- Core Values & Core Purpose
- BHAG

**Strategy:**
- Strategic Positioning
- Target market
- Geographic area
- Key Benefits
- Brand Promise
- 3-5 Year Strategic Moves

**Execution:**
- SWOT
- 1 Year Action Priorities
- 90 Day goal
- 90 Day Action priorities
- Key Performance Indicators
- Meeting rhythm
- ExecutionDriver software

CURRENT REALITY

BHAG

Quarter 1
Quarter 2
Quarter 3
Quarter 4
Quarter 5
Quarter 6
Quarter 7
Quarter 8 etc …..

**Review Execution every quarter**
Technical competence & Organisational Clarity
No
Don’t like change?

You will like irrelevance even less!
Anything performed at the high performance level requires top of mind focus.

Practice

Measurement
Courage
How High Performance Sports Teams Build Culture

1. Teams respond to Challenges
2. Teams cannot be highly engaged all the time
3. Misaligned culture is your first competitor
4. Culture turns a person into people
5. Language is the lifeblood of any culture
6. Accountability starts with the leader
7. High performance teams do not have 'lifestyler's'
8. The good of the team comes before any individual
9. Train hard (upskill, guide, mentor, develop)
10. Celebrate the small wins
11. Trust is everything. It all starts with high levels of trust.
5 Key measures of success:

- Revenue
- Profit
- Client loyalty
- Staff engagement
- Strategic action
4 Traditional Ways to grow a Business (Incremental improvement)

Increase no of opportunity
  x
Increase conversion rate
  x
Increase average $ sale
  x
Increase frequency of purchase
Slow is Smooth,

Smooth is fast

#Create Velocity
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Reading List

Connect on Linkedin