



## **Transformation**

by Cub Marion

First and foremost, exceptional operational performance and leadership are completely linked. Measureable results matter, and how they are achieved are fueled by leadership.

Business leaders want measureable results. They often implement initiatives or “programs” to drive improvement, some organically and some with outside consultation. The initiatives eventually lose energy and ultimately the status quo prevails. The business leaders wonder “why?”.

To transform an operation, the leadership team must transform.

People and organizations do not desire to be slow and mediocre. Within them is an aspiration to be exceptional, so dominating in their space that there is no doubt they set the standard for operational excellence. To do this requires an “All In” mindset. This is the foundation for success. “All In” means there is absolute clarity of mission and focus. All energy is directed toward that common goal. No wasted motion, no hidden agendas, no lack of desire. “All In”.

To transition from concept to reality, processes and practices need to be defined, linking leadership to operational performance, and ultimately results. Understanding, developing, fine tuning, and sustaining this relationship, creates *the force multiplier* effect. This effect drives exponential improvement. “Cookie cutter” programs do not drive this type of leadership and operational transformation. It requires a customizable approach, leveraging proven processes and practices; that will unleash the leaders and the business to realize sustainable value generation.

Leadership transformation is focused on creating a winning culture, sustaining gains, and decisive risk mitigation and problem solving. Operational transformation is focused on quality, delivery, and cost. Together, leadership and operational transformation drive exponential improvement. Incremental gains are not the intent.

The approach to this transformation is simple and deliberate. An overall framework sets the starting point of customization. This is an important point, as the framework must then be tailored to the specific client’s needs and situation.

- Leadership Transformation Framework
  - Establish “All In” mindset and behaviors
- Operational Transformation Framework
  - Establish business direction
  - Establish daily commitment
  - Establish process to measure and monitor progress
  - Establish decisive problem solving and escalation methods

The approach creates the force multiplier effect, resulting in a transformed leadership team and operation that set the standard for operational excellence.

It's not about leadership, it's all about leadership.