PRESENTED BY: Annie Hyman Pratt







October 18, 2017



What we'll cover today:

- implementing
- from you
- and energy
- Your Questions!

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Current Curriculum - What your KBL's are learning and

How you can best support your Leaders Your Leadership! What KBL's should be expecting

Stress, pressure and burnout VS. Challenge, safety







Curriculum follows the RAPID BUSINESS GROWTH FRAMEWORK

Specialized Expertise & Increasing Performance

Organizational Systems and Processes

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Defined & Aligned Outcomes and Expectations

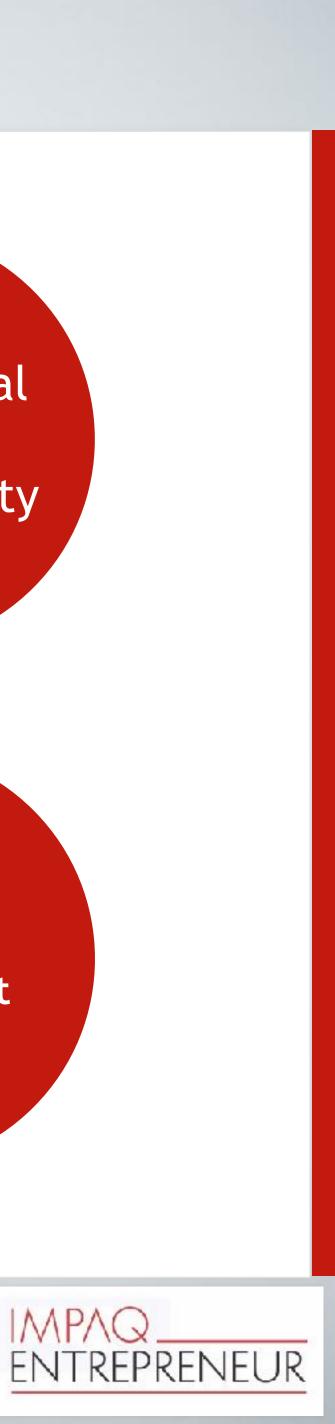
Psychological Safety & Accountability

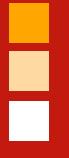
Agreements, Success Factors, Interaction Agreements

Project Management

Culture of Effective Behaviors & Teamwork

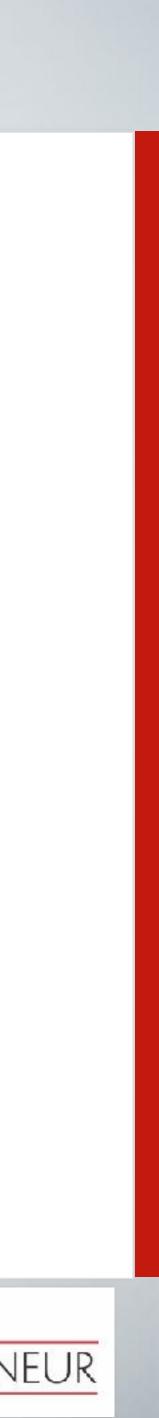
Org Structure, Functions & Roles





Old Paradigm Project Management is about tracking tasks



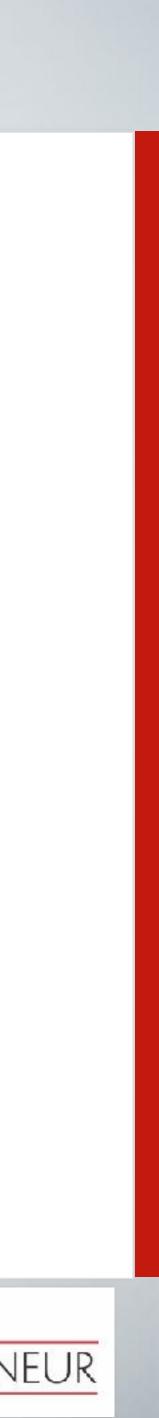




New Paradigm

Project Management is about supporting the team to achieve outcomes!





Defined & Aligned Outcomes & Expectations

GREATER PURPOSE

External Drivers & Pressures

Cross-Functional

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BIG OUTCOMES

Main Annual Goals

Priority Projects & Deliverables (to meet the goals)

> **Functional and Tactical** Projects & Deliverables

FUNCTIONAL TASKS





What the BEST TEAMS do differently...

Clear Outcome Focus

Accountable Leader and **Project Team**

Structured Plan

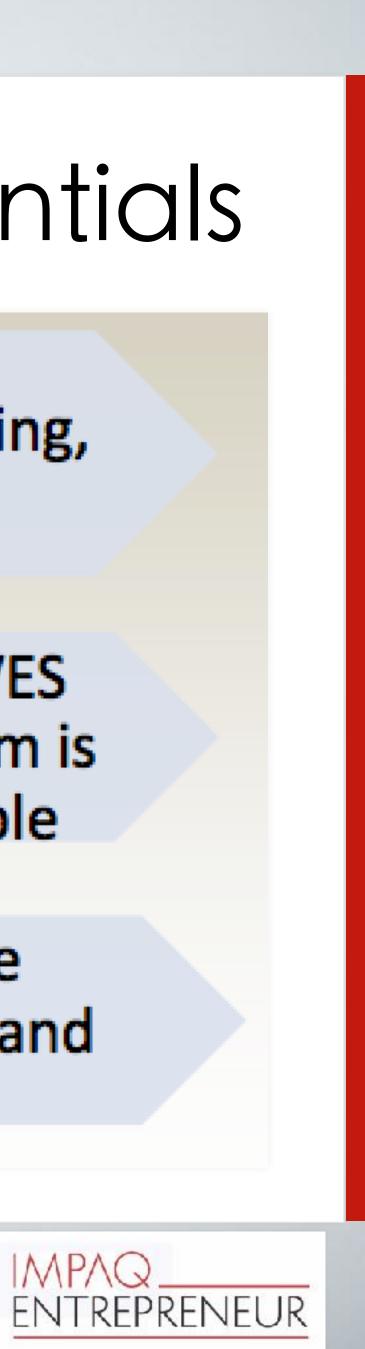
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Project Management Essentials

Projects have a Beginning, End, and a Result

The Project Lead DRIVES the project but the team is collectively accountable

Containing concrete milestones, timelines and monitoring



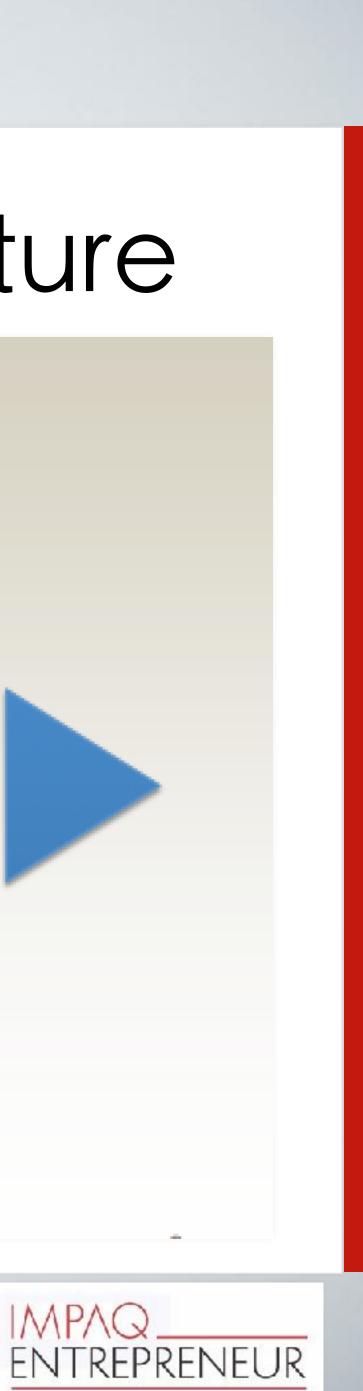
What the BEST TEAMS do differently...

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The Project Charter Structure

Project Chartering = Strategic Planning for Projects that is both global and comprehensive

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"Second Biggest Mistake in Project Management?

- Annie

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Lack of re-evaluation and re-planning as the business picture shifts, or the project doesn't go according to plan."





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Maintaining a Clear Outcome Focus - Your KBL's Asking "What are we going for, and will this plan get us there?"

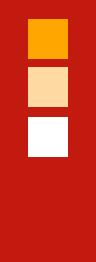




CEO's - The Ultimate Team Leader



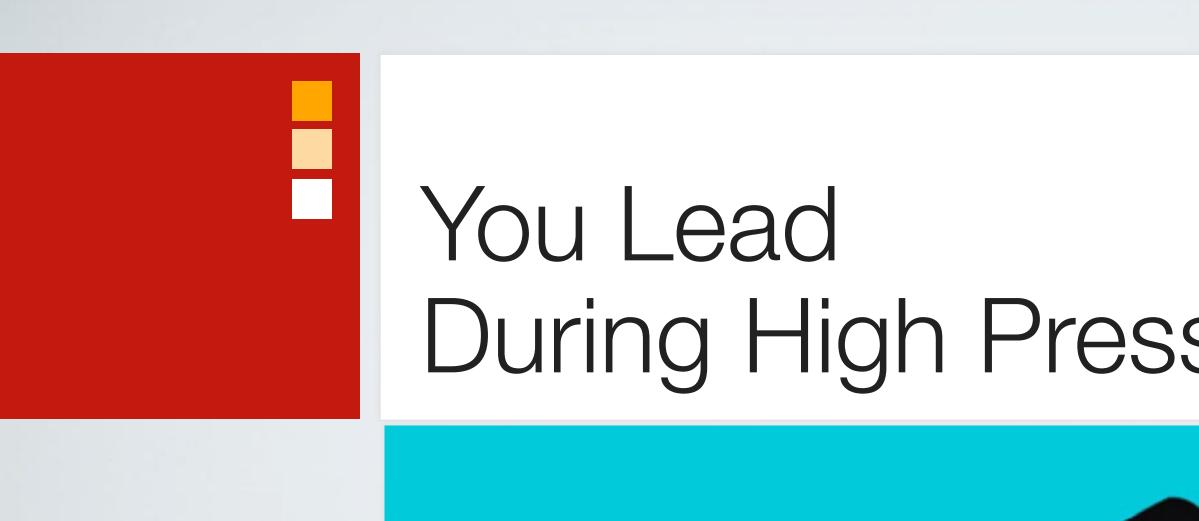


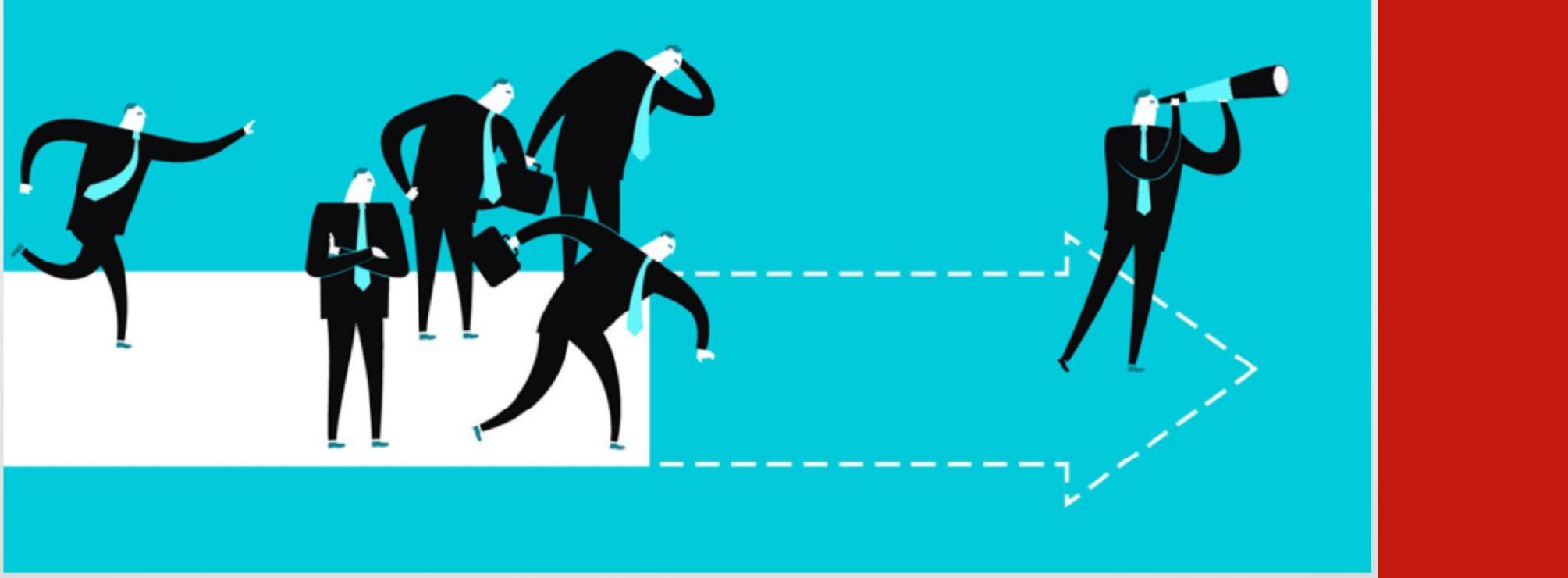


Your CEO Role.... This is NOT the big part!









During High Pressure, Uncertainty and Stress!







And During Fast Growth in Chaos!





What Your KBL's EXPECT From YOU!

Clear Direction - the "B" that you're going for High level Decision Making

- Resources
- Support
- they impact

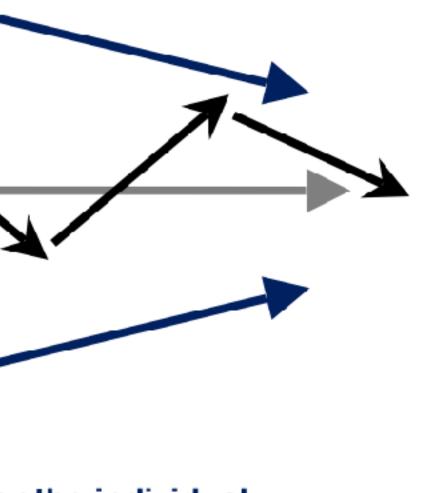
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Transparency on the business components

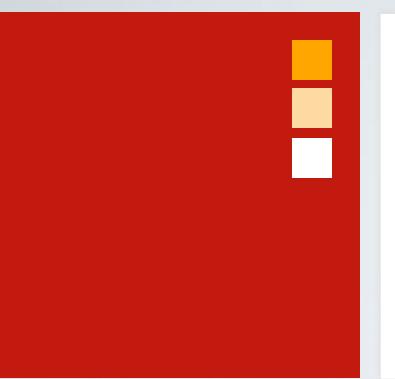
Your demonstration of the most important cultural behaviors, especially during growth and challenge



REMEMBER: High Performance Teams Are Always Moving Toward B and Improving Behavior Range of acceptable behaviors decreases as you approach B Keep people focused on B **Current State Future Desired** State B is a "picture" of success = **Desired Results** This becomes a choice point for the individual Level of Operational •Either come into alignment – coach/support Excellence •Or find a new position – support transition





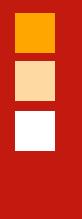


Foundational Culture Shift: from Authority and Control to Alignment, Agreement & Accountability









So that you Achieve a Fully Committed and Accountable Team that DRIVES your Biz!





Mindset Shift #1

Accountability is **Taking Action Consistent** with your Desired Results. (not commitments kept)





Mindset Shift #2

Human Accountability is a Behavioral Process, involving Awareness and Choice







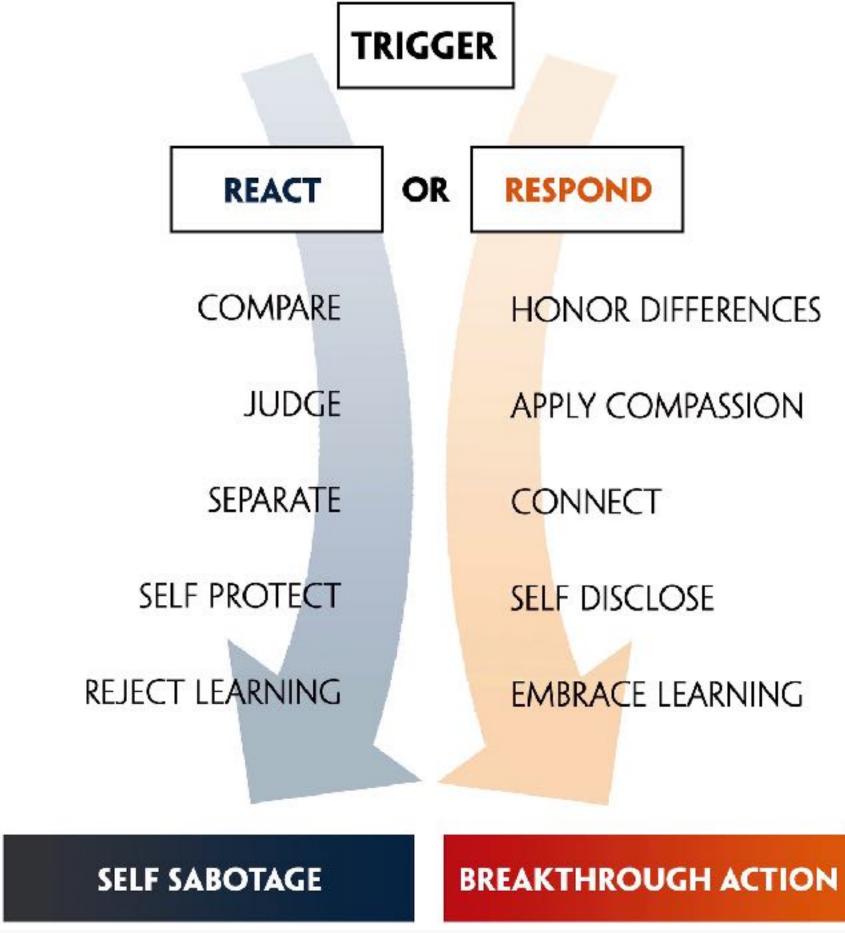
Managing Your Reactivity is #1







Keep Safety In Tact -



Esp	Yours!

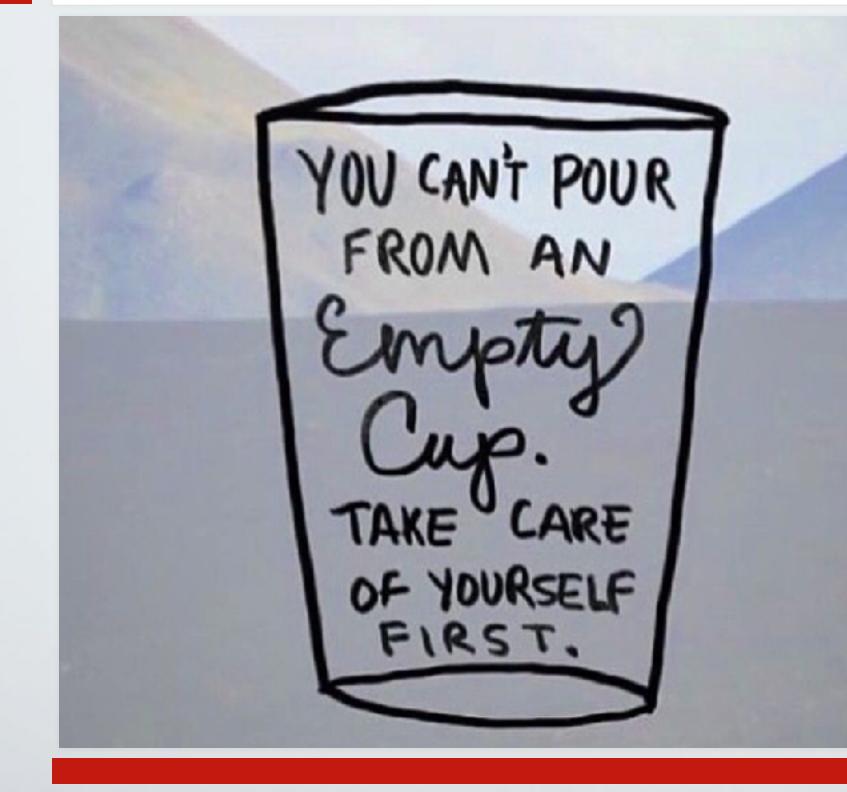
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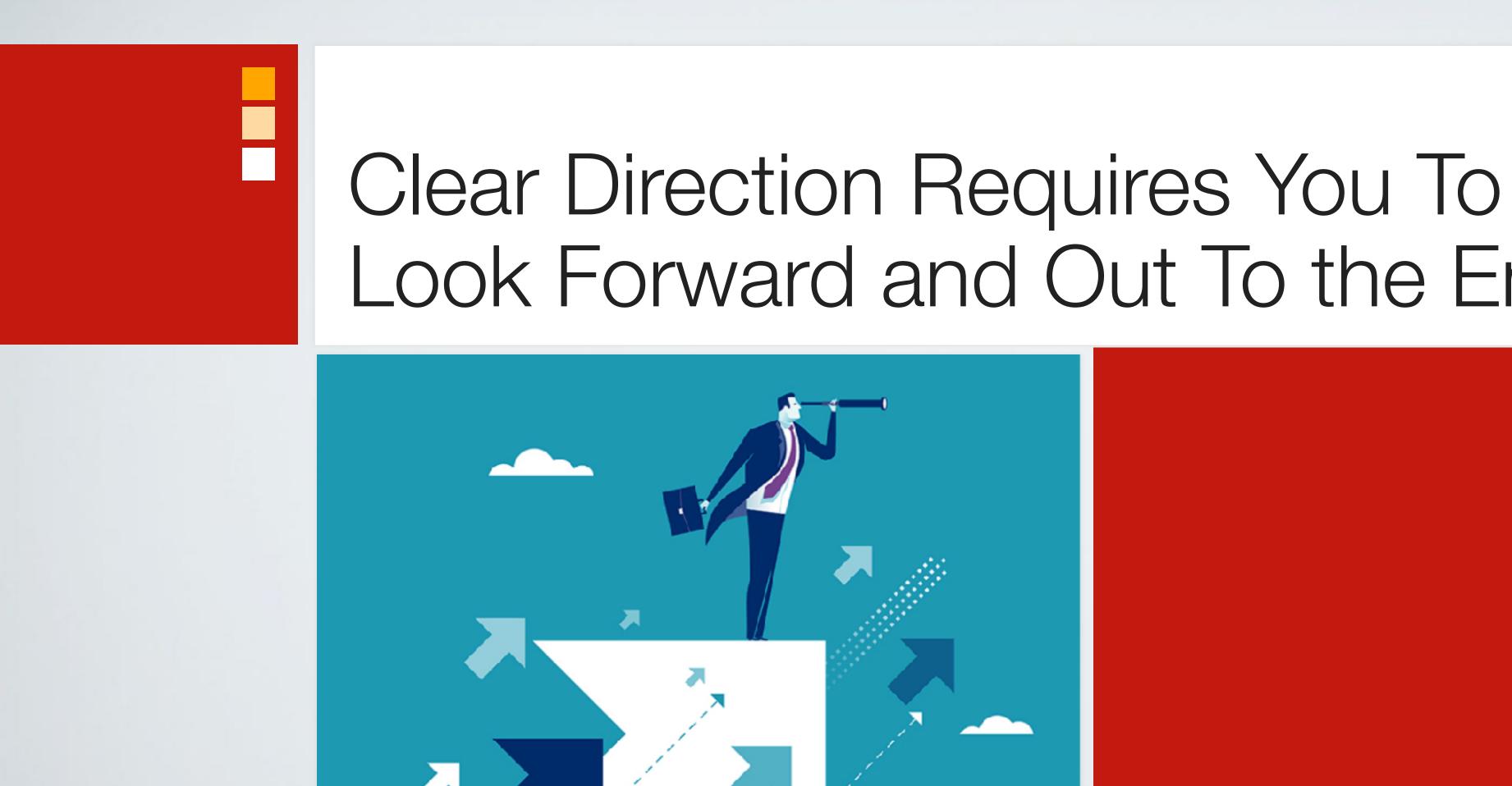




Self Care Is IMPERATIVE So That You CAN Manage your Reactivity!

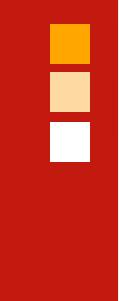






Look Forward and Out To the Environment





And Stay Highly Connected, Communicative, and Transparent with Your Key Leaders





Talk About the BUSINESS Most! (and performance less - because they get it)













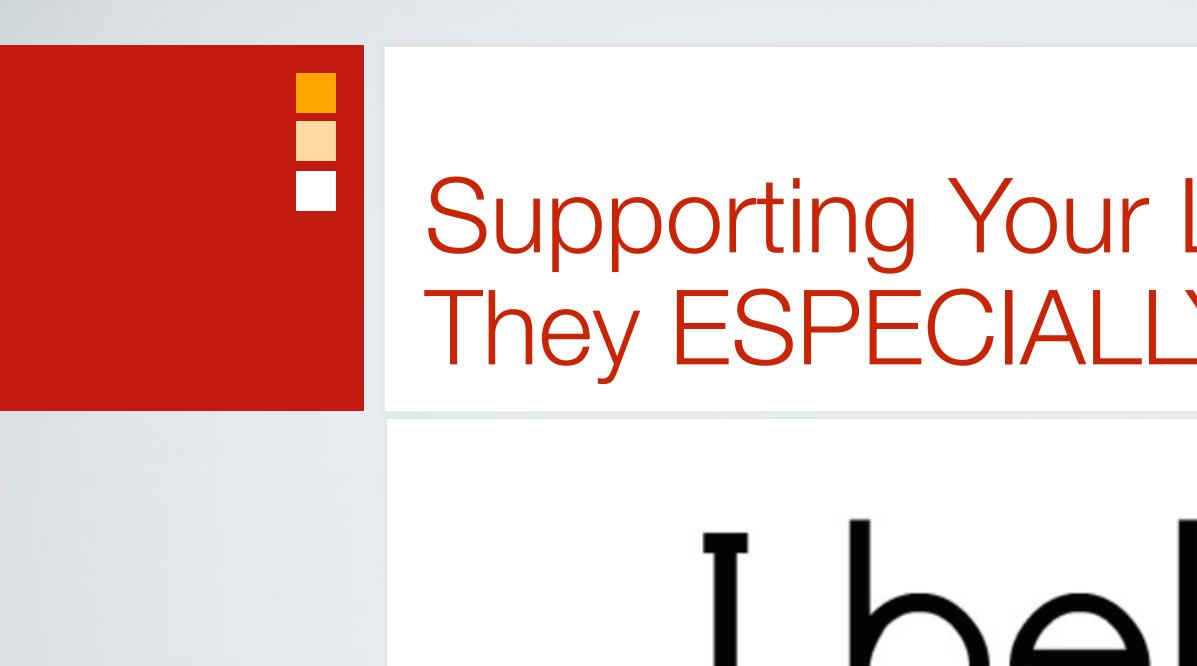
The Behaviors You Demonstrate During



Remember - You're In It Together!







Supporting Your Leaders: They ESPECIALLY Need to Know.....

I believe In you.



Praise and Appreciate Often!



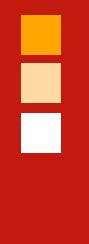
It Fuels Performance and Commitment



And LET Your Team Support YOU too!!!











Let us know how we can support you!





IMPAQ ENTREPRENEUR

Rapid Business Growth through Next-Level Leadership & Team Driven Results

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