

CLEAR™ Execution Framework

Turning good intentions into consistent results in volunteer-driven organizations

Created by Leo Smith, DTM

The Problem CLEAR™ Solves

Volunteer organizations are filled with talented, committed people who care deeply about their mission. Yet many struggle with inconsistent execution, role confusion, and burnout.

Motivation is not the issue. Design is.

CLEAR™ is designed for environments where authority is limited — but results still matter.

The CLEAR™ Framework



Clarity — Define outcomes, roles, and ownership before activity begins.

Leverage — Replace heroics with simple, repeatable systems.

Execution — Make the right behavior the default behavior.

Accountability — Create visibility and feedback without micromanagement.

Results — Measure what actually changed, not just what was attempted.

Printable Reference

A one-page printable overview of the CLEAR™ Execution Framework is available for workshops, training sessions, and offline reference.

[Download the CLEAR™ Framework \(PDF\)](#)

Where CLEAR™ Is Used

- Club Officer Training
- District Leadership Development
- Volunteer Organizations
- Workshops and Keynotes

About the Creator

Leo Smith, DTM designs practical operating systems that help volunteer-driven organizations turn good intentions into consistent results. CLEAR™ reflects his leadership, mentoring, and execution experience in Toastmasters and beyond.

CLEAR™ Execution Framework

In use through training, speaking, and leadership development.