



CrossLead

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Business Agility for Complex Operating Environments

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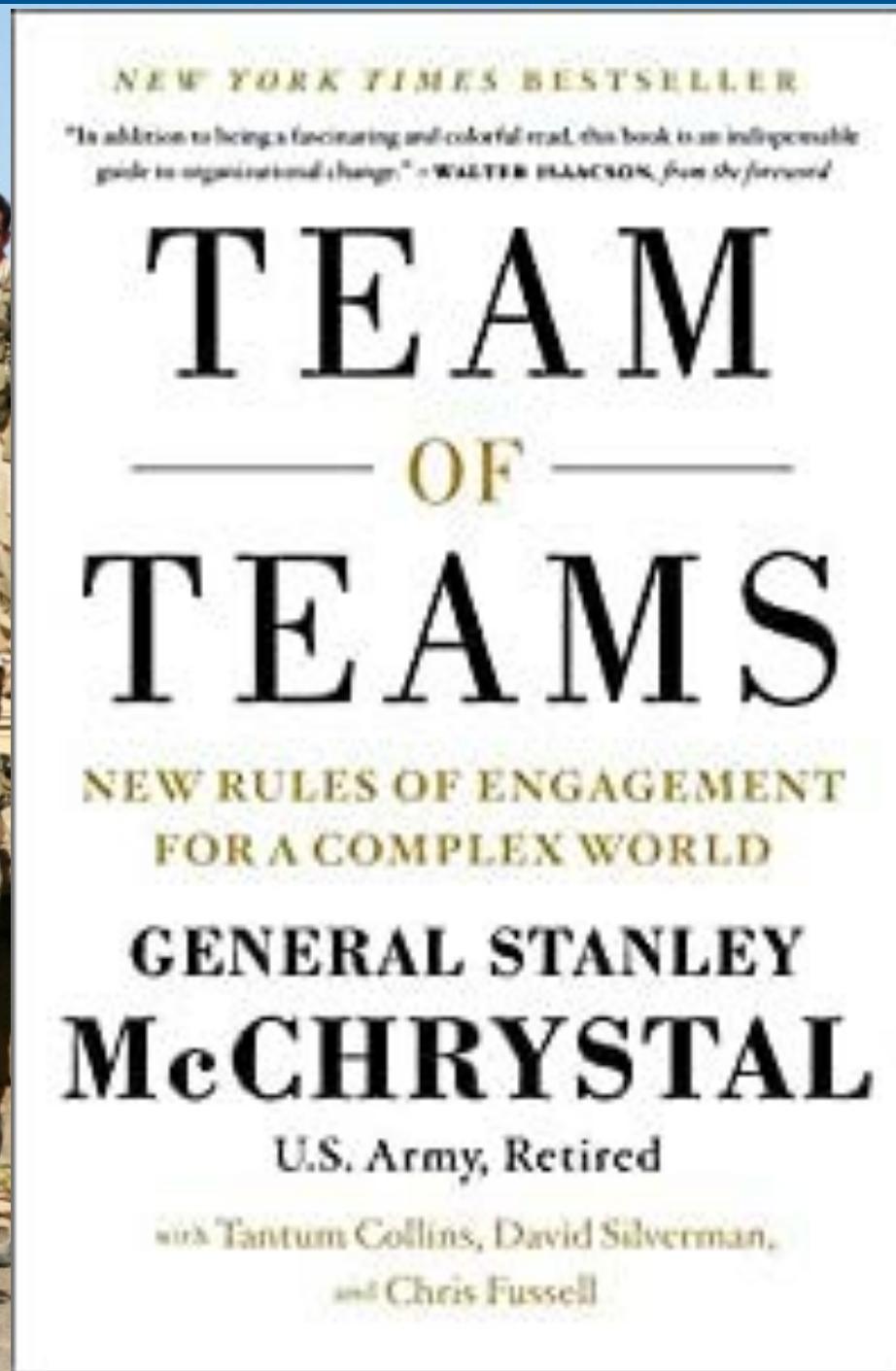
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US Counter Terrorism

World Class

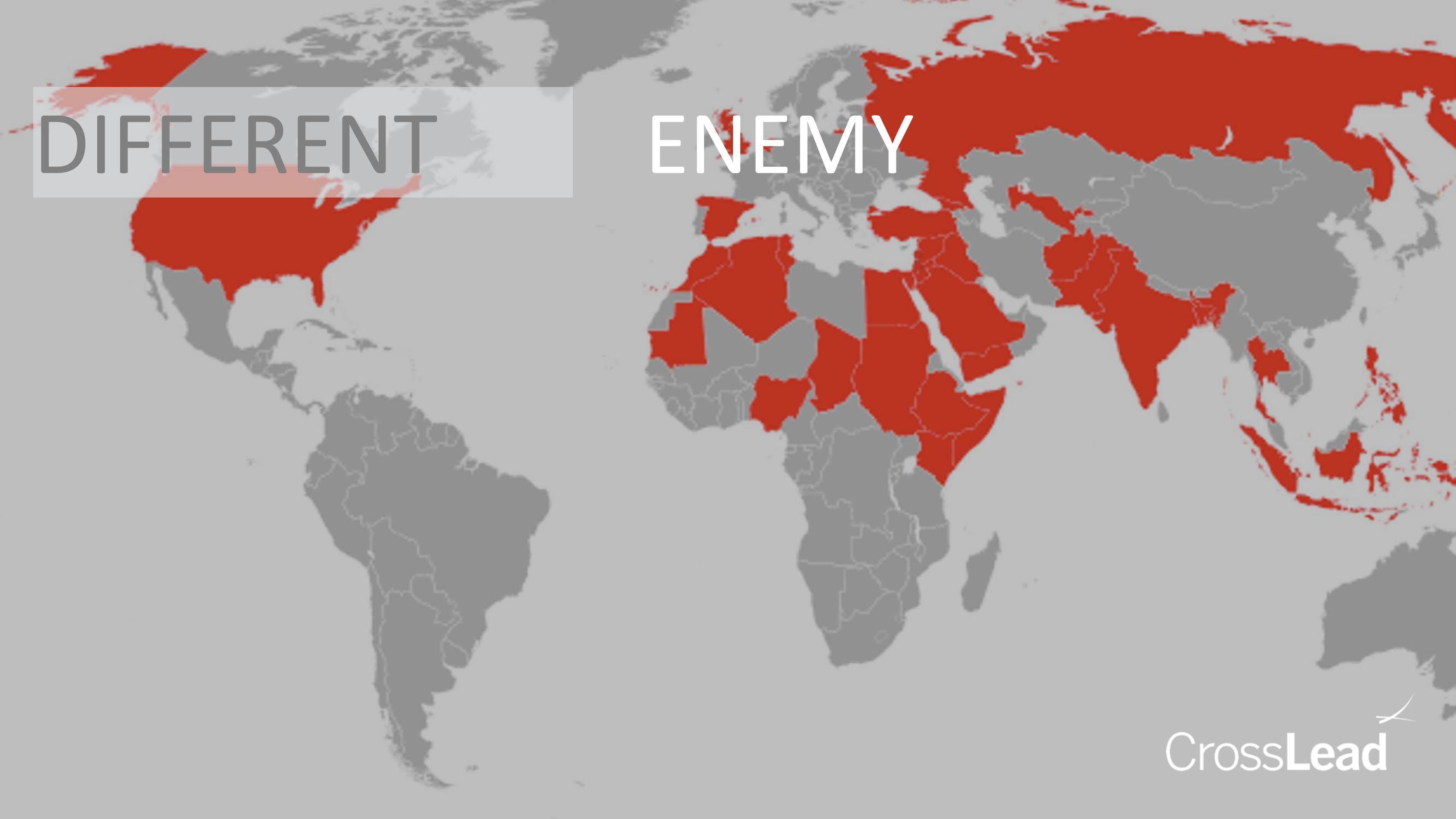


Successful



Tribal & Siloed

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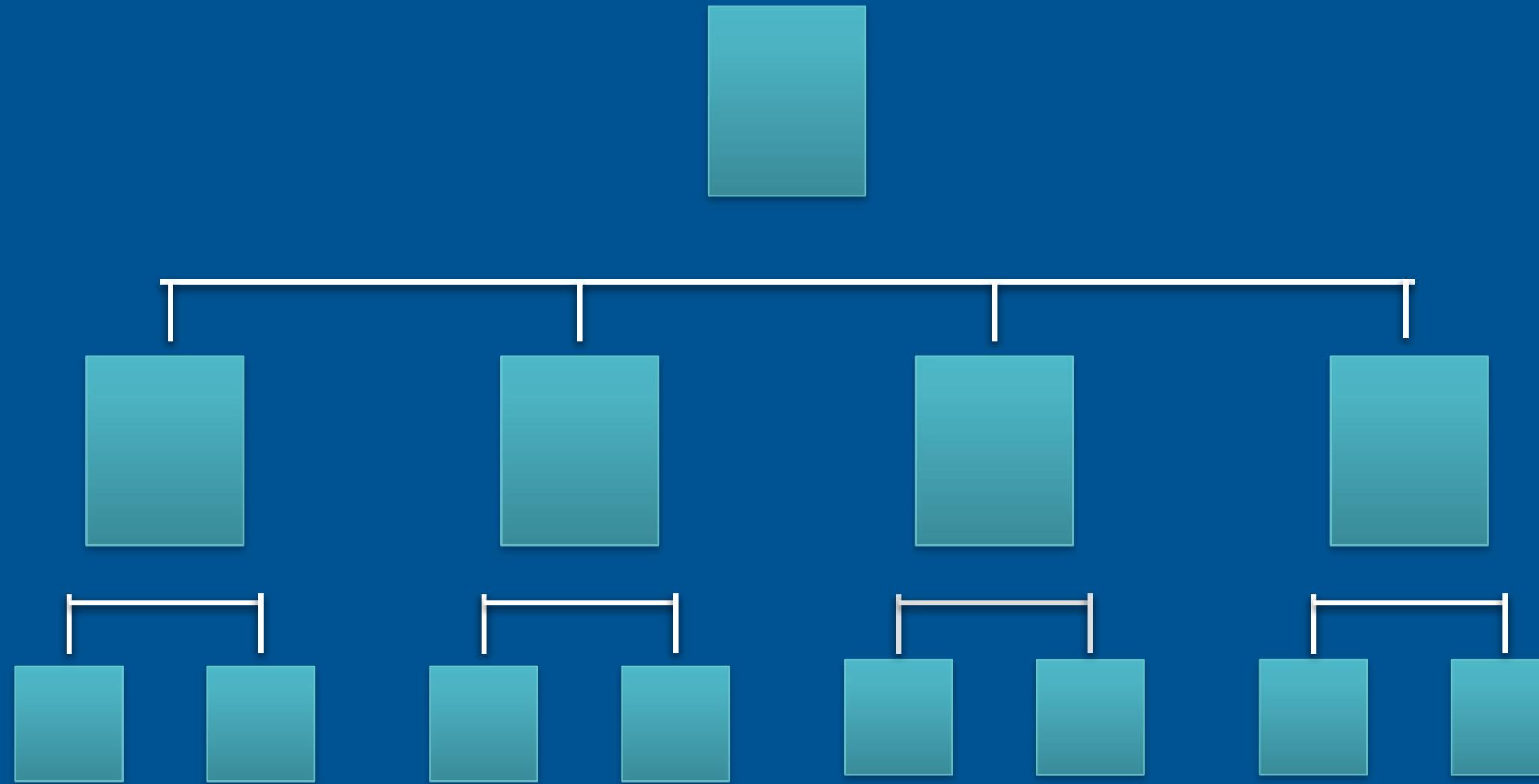
DIFFERENT

ENEMY

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How we looked....

Therefore, they should look like us too

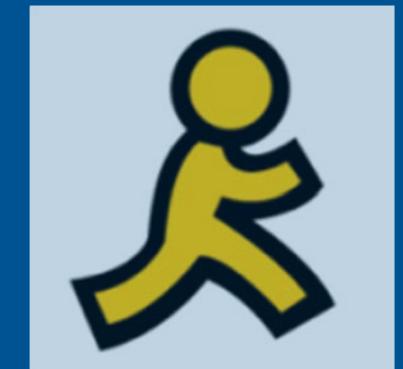


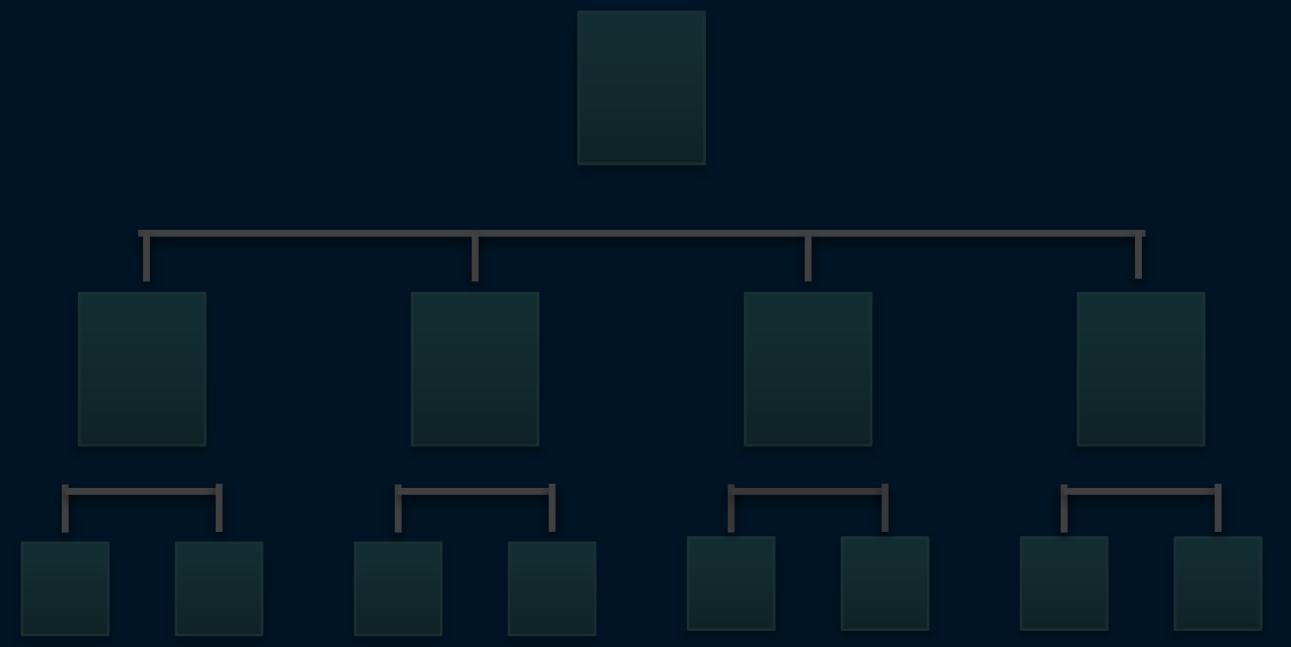
What they really were...





You Tube





CONSISTENT



ADAPTABLE

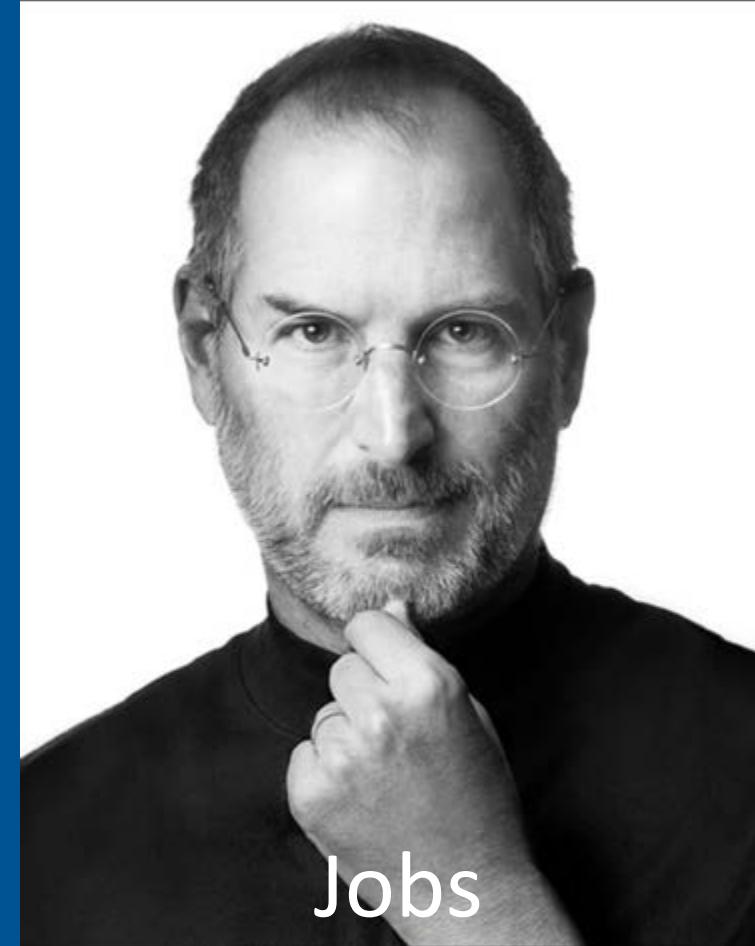
Historical Management Practices



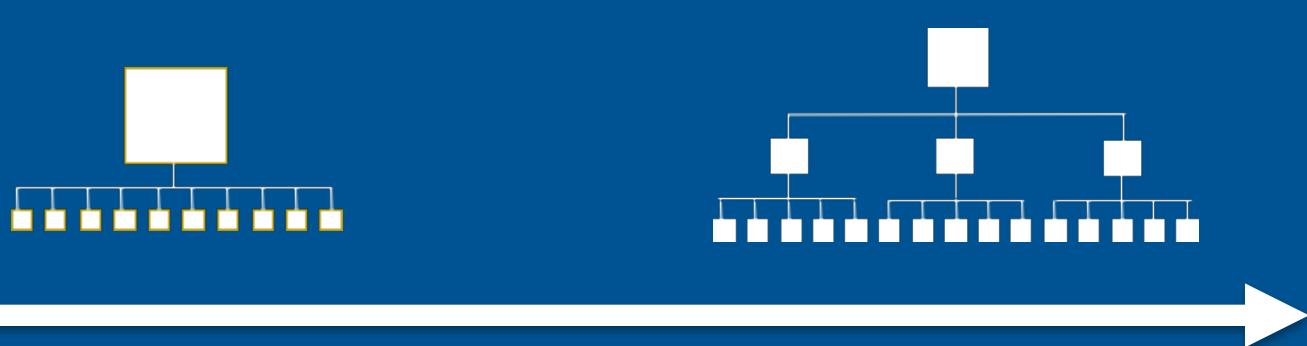
Taylor



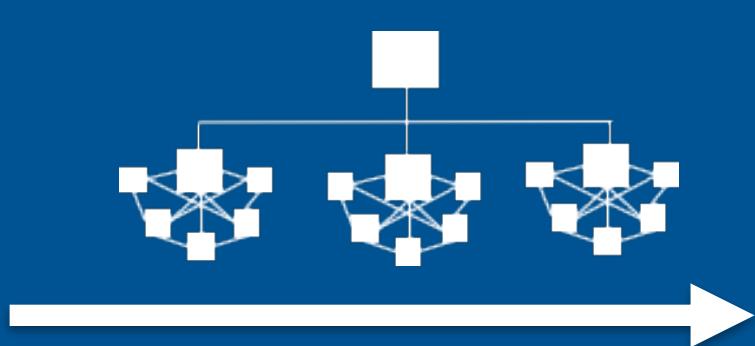
Drucker



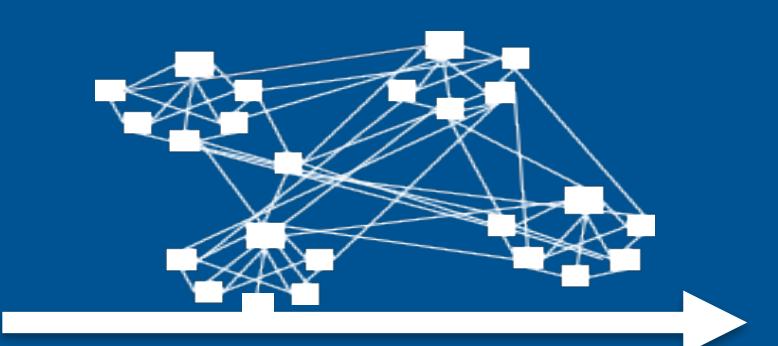
Jobs



Industrial Economy



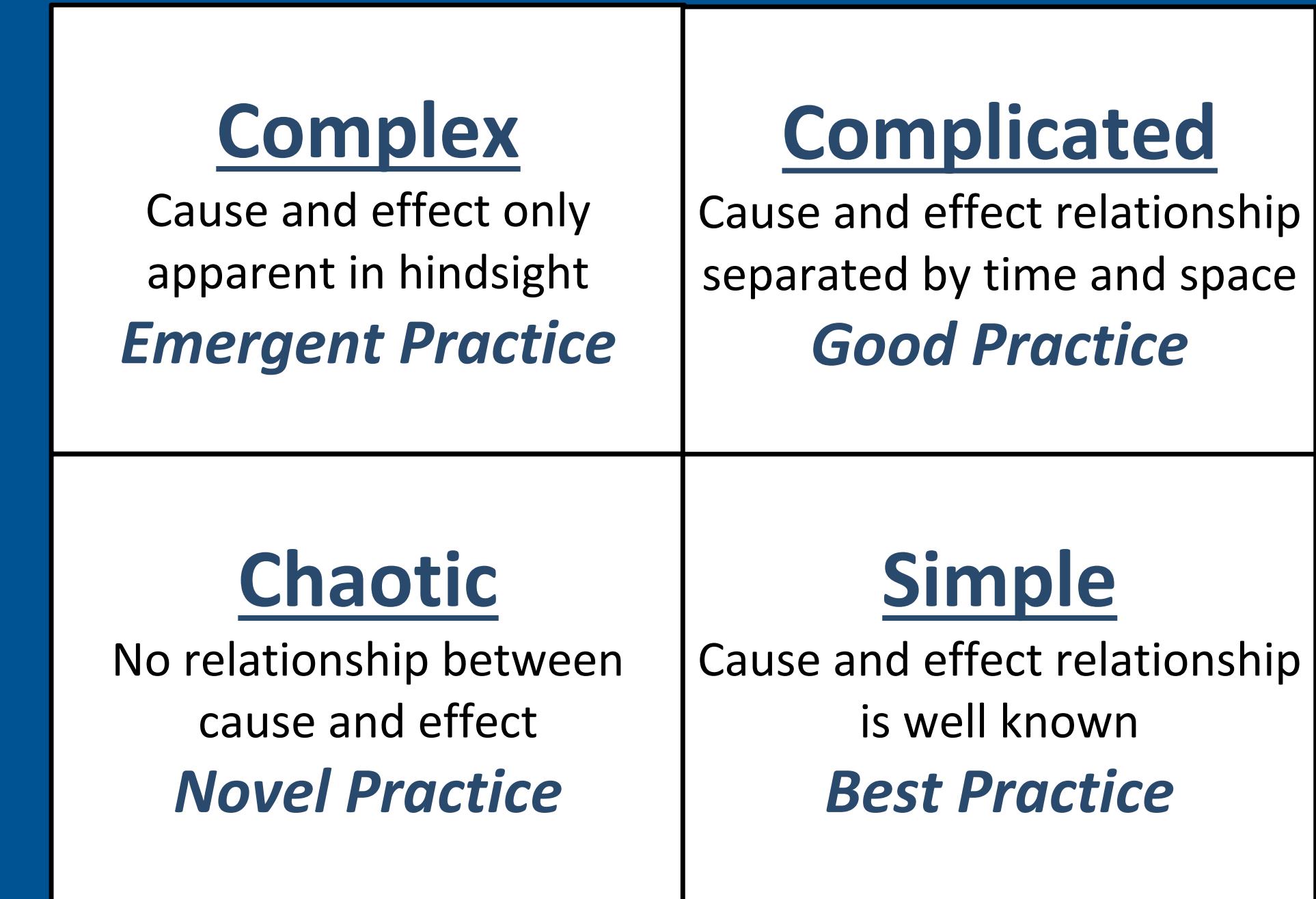
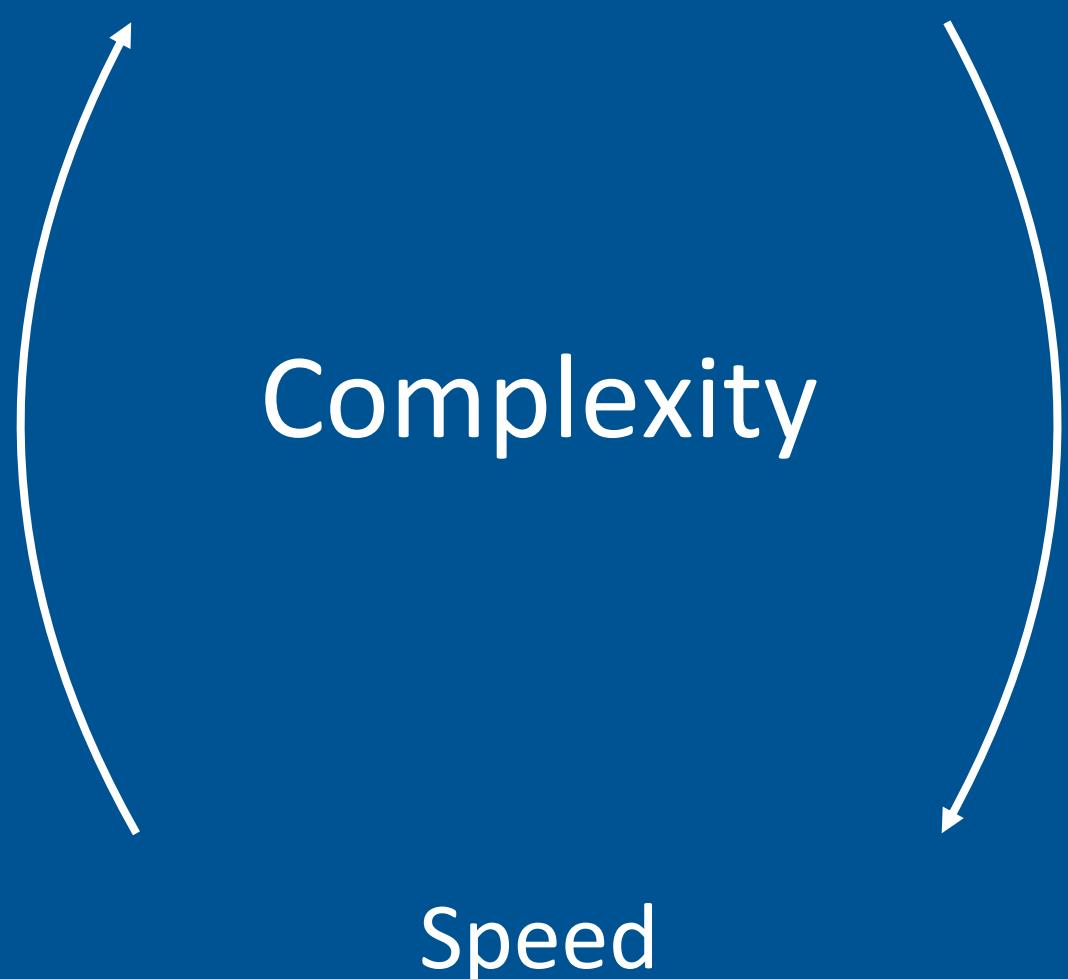
Knowledge Economy



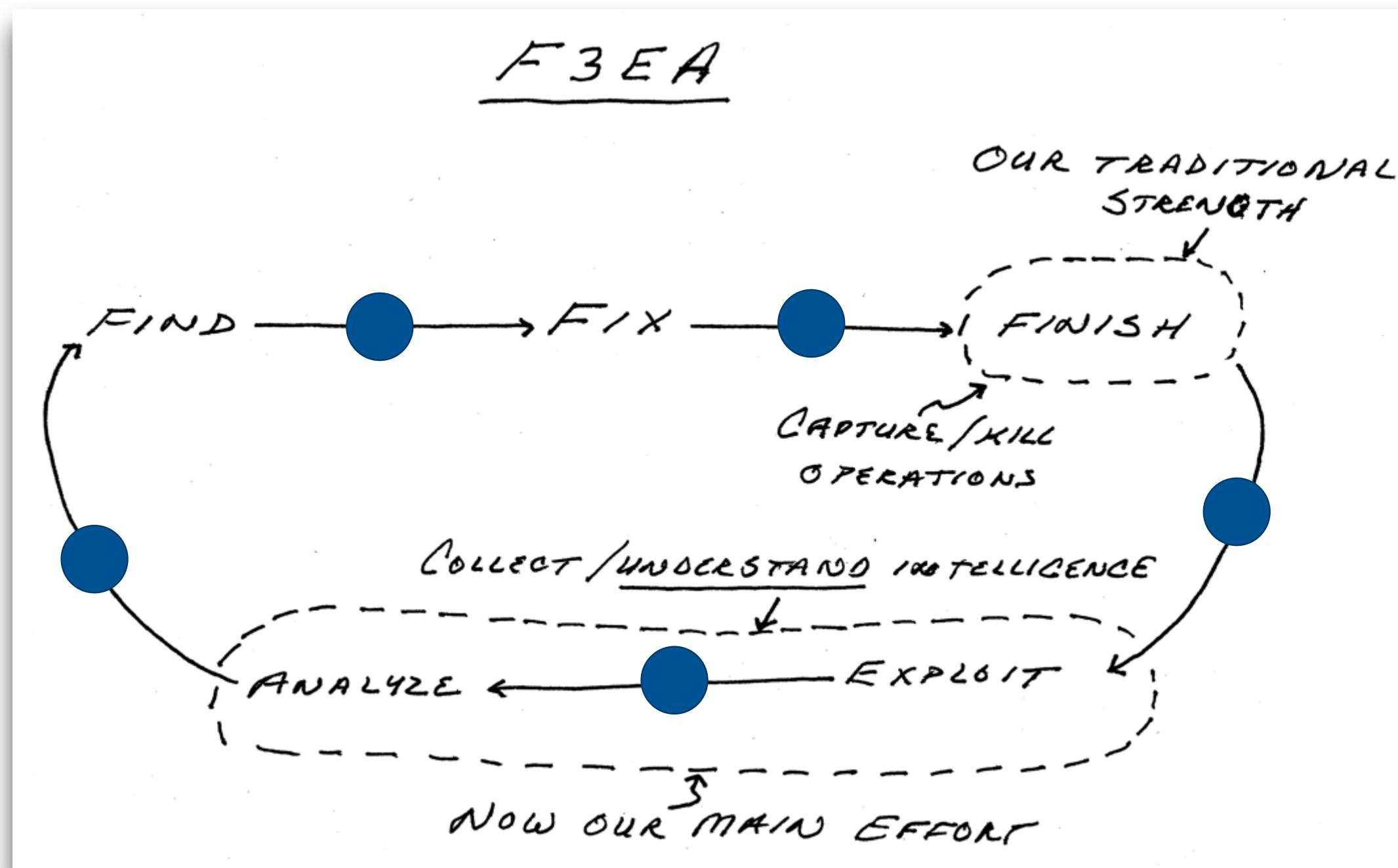
Digital Economy

Digital Economy

Cynefin Framework



Counter Terrorism Operating Model



Blinks / Handoffs

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The Problem

The modern digital economy is complex and necessitates a fundamental shift in how leaders and teams operate to remain effective.

Existing management models are based on *predicting* instead of resilient adaptation to changing circumstances.

How do you transform your team into a networked, agile, adaptive enterprise capable of superior sustained performance?

Fundamentals of Elite Teams

- Empowerment
- Shared Ownership
- Guidance

- Supportive Environment
- Operational Objectivity

- Information Sharing
- Situational Awareness
- Collaboration

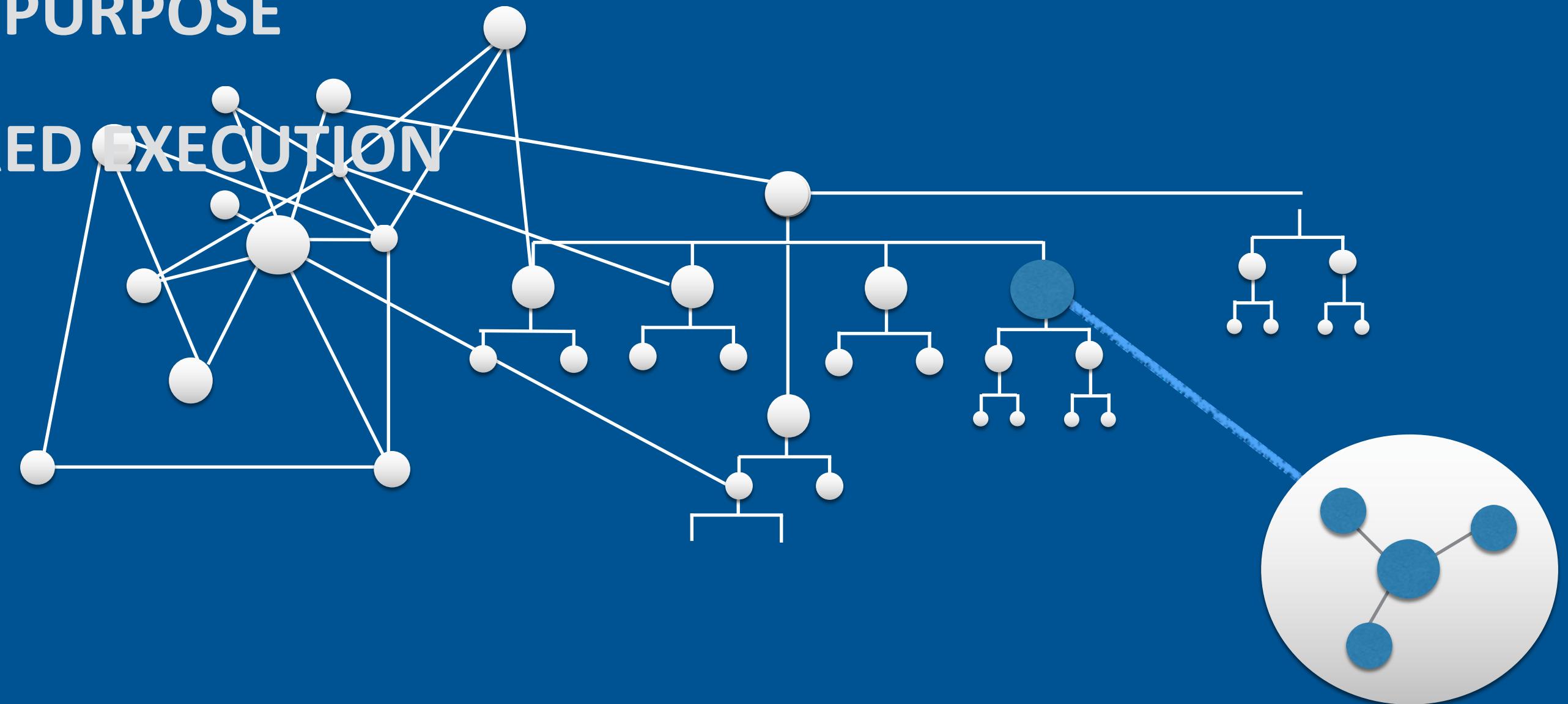
- Goal Alignment
- Emotional Connection

SHARED CONSCIOUSNESS

COMMON PURPOSE

EMPOWERED EXECUTION

TRUST



SHARED CONSCIOUSNESS

- Robust, centralized, inclusive and consistent communication platforms



EMPOWERED EXECUTION

- Emergent and self organizing teams



EMPOWERED EXECUTION

- Leadership beyond the Org Chart



EMPOWERED EXECUTION

- Accountability through radical transparency

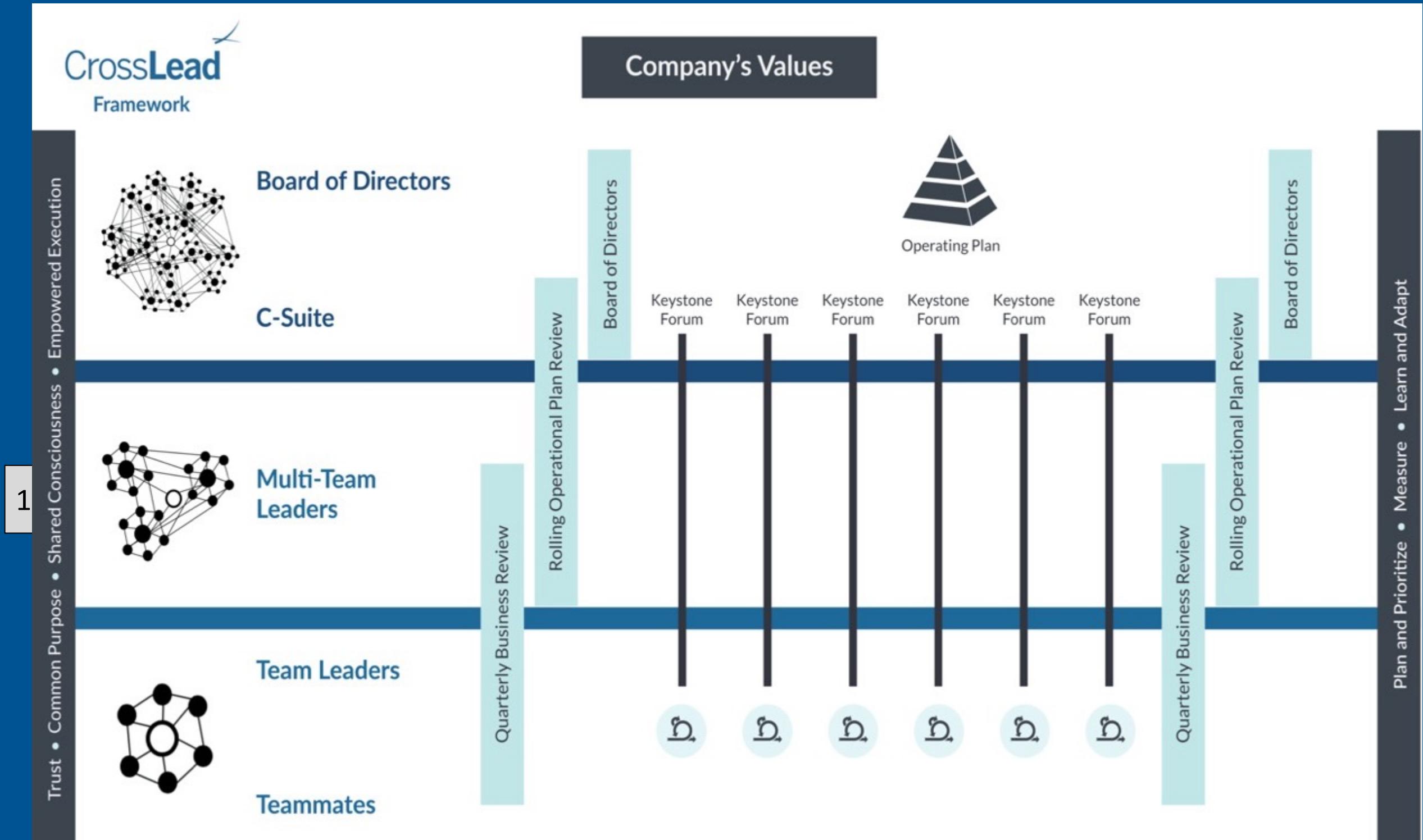
Eyes on, Hands Off



How to Scale High Performing Teams

Two levers:

- Processes & Technology
- People

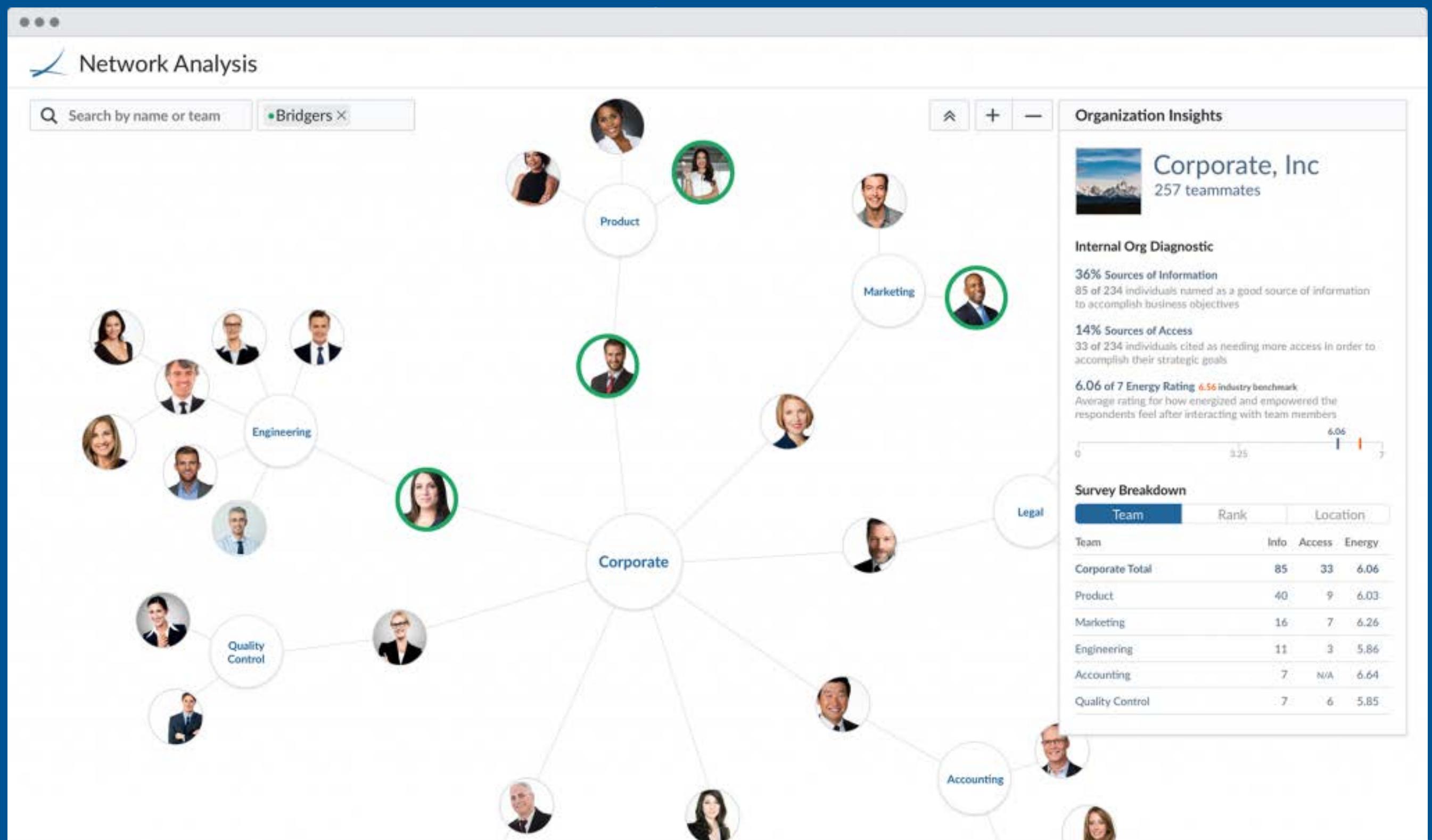


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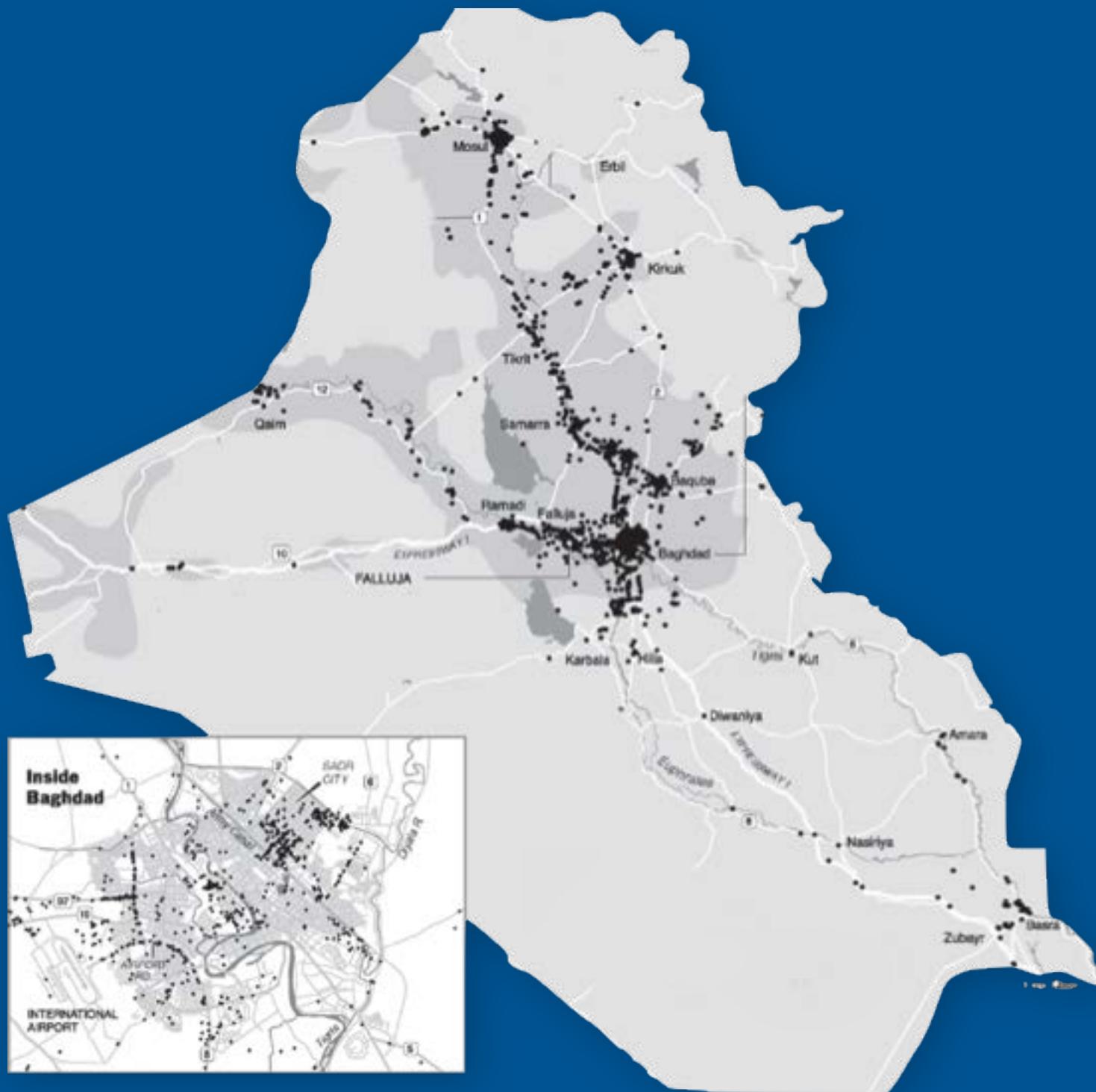
How to Scale High Performing Teams

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Operational Outcomes



November 2003

5 raids

1 every week

August 2004

18 raids

1 every other night

August 2006

300 raids

10 every night

Business Outcomes

Productivity

Predictability

Customer
Satisfaction

Employee
Engagement

What defines a great leader?



CrossLead - Leadership Skills

Connecting

Self Awareness

Discipline

Functional Excellence

Decision Making

Constant Learning

Effective Communication

Help I'm looking for....

I'm writing another book to offer practical tools and tips for building a team of agile teams. My co-author and I would appreciate any stories you have about working together across teams

Please contact us at david@crosslead.com and jess.reif@crosslead.com – we would love to hear your stories.