

# intelliVen



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# Driving Change from the Inside



- Get Clear
- Get Aligned
- Plan Change
- Do & Review
- Get Help
- Grow
- Focus

*Truth.* An organization exists  
to solve a problem for people.

*Action.*

# Get Clear

Know whose problem  
you solve, how, and how  
well.





# What does \_\_\_\_\_ provide, for whom, and why?

provides...  
**WHAT**

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for...  
**WHO**

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**WHY**

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*Truth.* It takes a team.

*Action.*

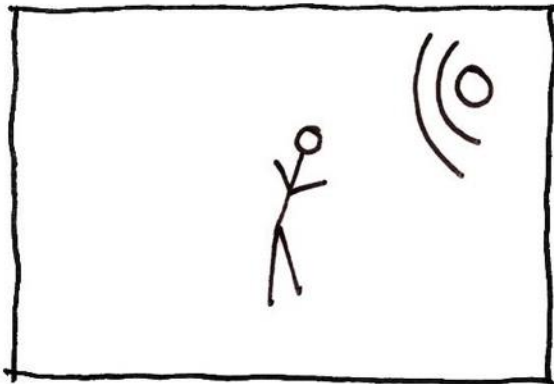
# Get Aligned

Decide what kind of leader to be and collect followers.

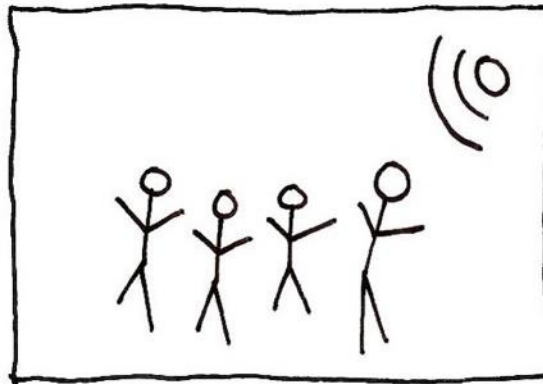


# The Leader's Job

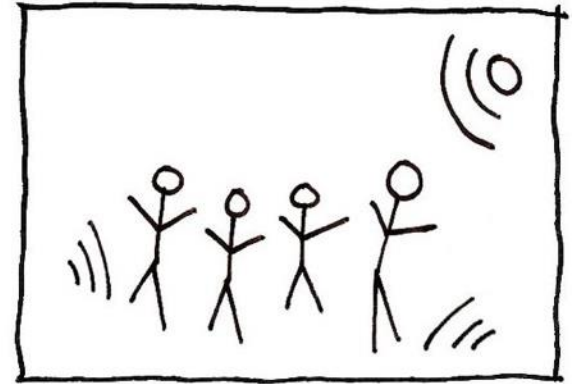
Set Direction



Align Resources

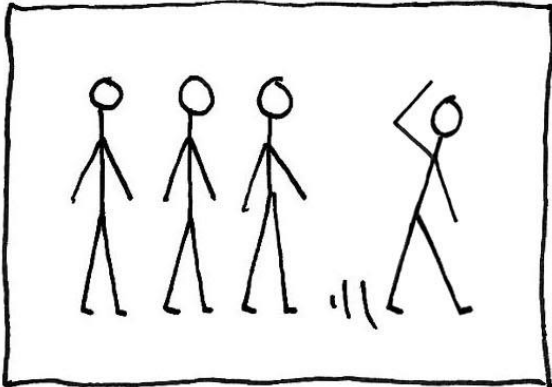


Motivate Action

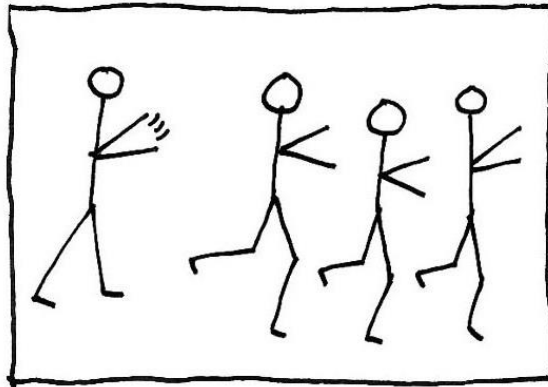


# Decide what kind of leader to be.

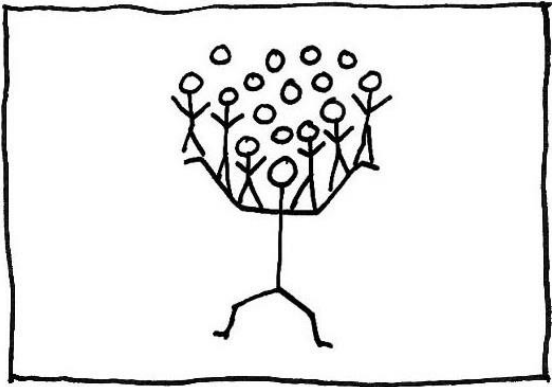
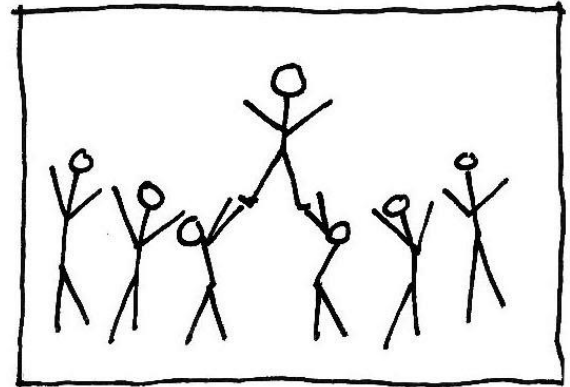
**SERGEANT:** follow me



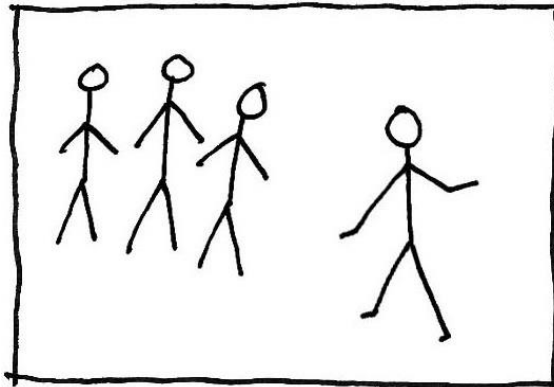
**HERDER:** get along



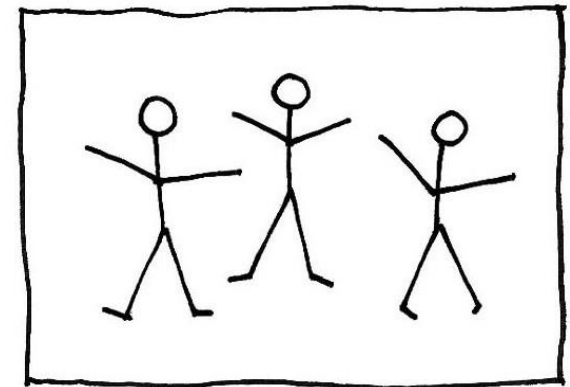
**ICON:** team carries leader



**HERO:** leader carries team



**TEACHER:** come along



**LEAGUE:** team of leaders

*Truth.* Context matters.

*Action.*

# Plan Change

Decide what must  
change, why, and how.







*Truth.* It pays to pay attention.

*Action.*

# Do & Review

Take action.  
Review what happens.



# The key to successful behavior change is broad-based adoption by those affected

- Telling people to do something different than they are used to doing and expecting them to act accordingly does not tend to lead to desired results.
- The required behavior change is too abrupt, not understood, not internalized, and so not embraced or implemented.
- When behavior change and the reasons for it are understood, it tends to be internalized, embraced, and intentional actions consistent with the desired result ensue.



*Truth.* No leader succeeds alone.

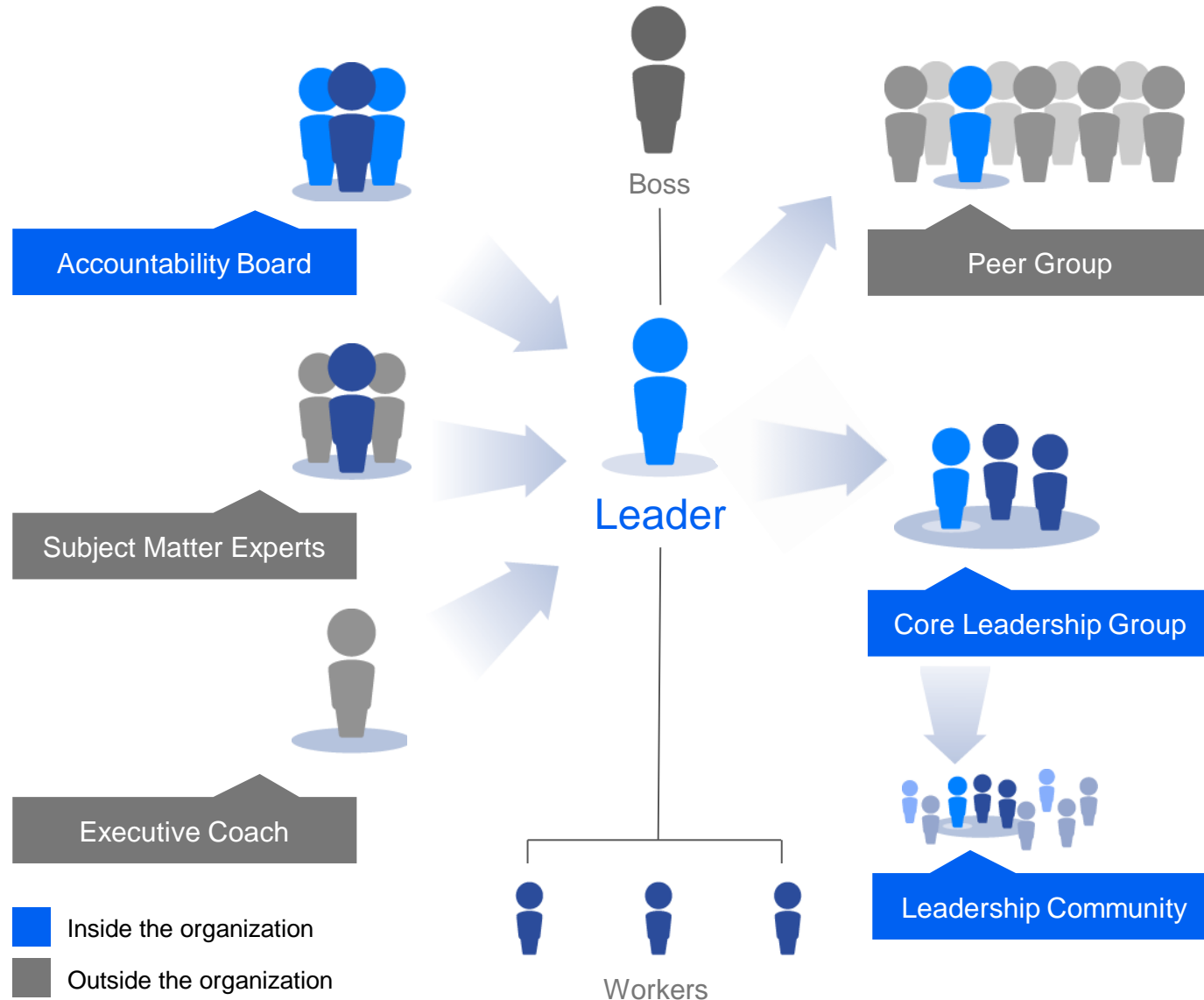
*Action.*

# Get Help

Build a board. Retain experts. Get a coach.



# Support Structure for Success



*Truth.* Growth is good.

*Action.*

**Grow**

Grow to increase value,  
impact, and opportunity.



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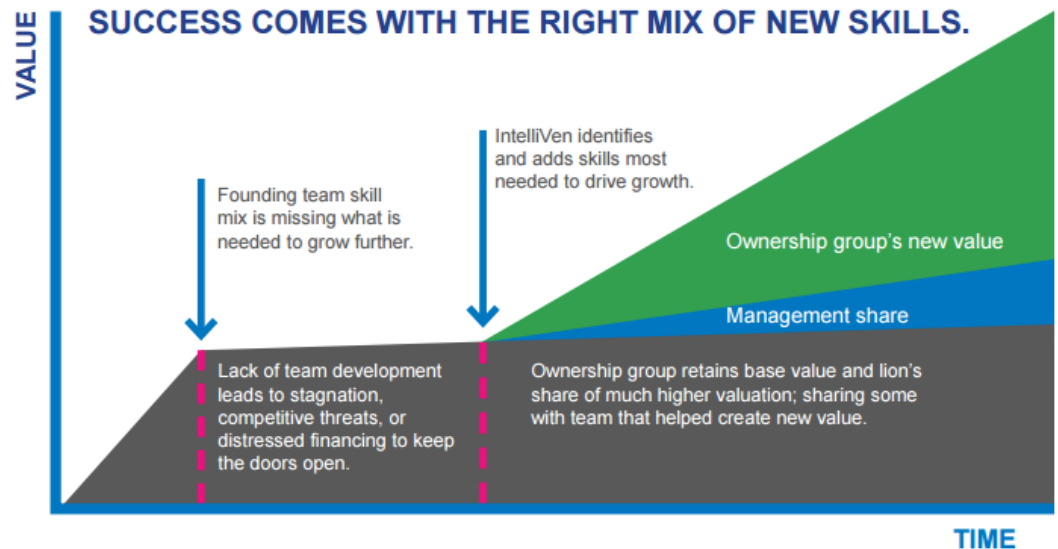
Intelligent Strategies. Successful Ventures.

If your organization's performance and growth have stalled, IntelliVen tools and services can help.

## HIGHLIGHTS

- Comprehensive, world-class, proprietary templates, insights, workbook, workshops, and artifacts.
- Serving organizations with \$5M to \$500M in annual revenue.
- Impeccable 15-year track record helping organizations achieve their potential to perform and grow.
- Proven operators available by the meeting, hour, project, and as part- or full-time CXO.

795 Folsom St. 1st Floor San Francisco, CA 94107  
p. 415.848.2634 f. 415.848.2301 www.intelliven.com



## INTELLIVEN HELPS LEADERS:

- Perform and grow according to a plan.
- Manage growth and complexity of systems and processes.
- Protect market position.
- Create sustainable growth and enterprise value.

## CLIENTS INCLUDE:

- Late-stage start ups that seek to fulfill their potential to perform and grow.
- Owners, investors, founders, and management teams preparing for exit.
- VC and PE groups seeking to develop portfolio companies.
- Large organization operating units and strategic initiatives.

## MANY OF OUR CLIENTS ARE:

- At a growth inflection point.
- Rolling out a new product or entering a new market.
- Reorganizing, merging, divesting, or spinning out.
- Transitioning, expanding, or culling executive team.
- Preparing for funding or stepping up after a cash infusion or big win.

## CLIENTS WANT TO KNOW:

- "How do I transition operations to the next generation of leaders?"
- "How do I bring in help without giving away control or killing culture?"
- "How do I avoid giving up or selling below target valuation?"

*Truth.* It's OK to do what you like and are good at.

*Action.*

# Focus

Act intentionally,  
persist variously.





In order to increase the odds of happiness and top performance learn what people like and what they are good at so they can be aligned with what they want.



Good  
At



Like



Want



Value

Many people want to do something other than what they like and what they are good at because they believe others think that something else is more valued.



Good  
At



Like



Want



Value

The leader's job is to ask people to do what they like and what they are good at and also to show them that what they are good at and like are indeed valued so that they will WANT to do it.

# IntelliVen Resources

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For more information:

415-848-2634

[intelliven@intelliven.com](mailto:intelliven@intelliven.com)

Thank you.