

## MtL at a Glance

**What it is:** Manage to Lead (MtL) is an executive system for enterprise alignment and growth. It integrates leadership development, management discipline, and AI-enabled tools into one practical, repeatable platform.

**Who it's for:** CEOs and senior leaders who want to expand leadership capacity, strengthen alignment, and accelerate growth across their organization. Ideal for fast-growing organizations rich in talent but short on leadership depth.

### What it does:

- Develops leaders *with* their teams, not in isolation.
- Aligns strategy, execution, and accountability across units and functions.
- Embeds leadership development into everyday operations.
- Equips management to focus attention where it matters most.
- Builds a leadership culture that scales.

### How it works:

- Delivered as a SaaS-based platform with content for executives, instructors, and teams.
- Combines 60+ tools, guides, and methods with AI-powered feedback from the IntelliVen Operations Advisor (IVOA) and Sandbox.
- Begins with one or two teams, then scales enterprise-wide.
- Top leaders experience an accelerated program to model and tailor MtL for their organization.

### Why it's different:

- Focuses on real work, not theory or role play.
- Makes doable what teams should be doing—but often aren't.
- Integrates leadership, management, and technology into one coherent system.
- Creates clarity and accountability that last.

### Results:

- Clearer direction and faster decisions.
- Stronger alignment between strategy and execution.
- Sustained accountability and follow-through.
- Measurable performance improvement and growth.

**Next step:** Equip your organization with the MtL Platform. IntelliVen will guide your launch, train your instructors, and help you build lasting internal capability. Visit [intelliven.com](http://intelliven.com) or email [info@intelliven.com](mailto:info@intelliven.com) to get started.



## **Manage to Lead (MtL): The Executive System for Enterprise Alignment and Growth**

MtL is the system for accelerating growth by expanding leadership capacity and strengthening alignment across the enterprise. It enables senior leaders to drive clarity, accountability, and execution across every function, unit, and product team while also building a deeper bench of future leaders.

Ideal for fast-growing organizations that are rich in talent but short on leadership depth, MtL equips them to build leadership excellence from the inside out. Delivered as a Software-as-a-Service Platform, IntelliVen can maintain and update your tailored content, or you can bring it in-house for full control.

Instead of sending up-and-coming leaders to individual courses or bringing in programs for isolated groups, MtL develops leaders with their teams and alongside other teams, internal or mixed across organizations. This combines leadership development with real work and organization development best practices. Start with one or two teams and scale to as many as you need. The model is built for enterprise rollouts.

Learning together accelerates results. Leaders and teams reach clarity faster, perform better, and build shared language. When multiple teams participate, momentum and alignment spread across the enterprise.

The Platform includes content tailored for C-suite and executive teams so department, unit, and product leaders operate within a consistent, top-down framework. It provides a complete, ready-to-run system: the MtL textbook, curriculum, instructor and principal consultant guides, student and consultant communications, the full IntelliVen Toolbox, and the IntelliVen Operations Advisor with its structured Sandbox. Use it to build and sustain your leadership development system with continuously updated tools, guides, and AI-enabled support.

IntelliVen helps you launch. We co-run your first internal cohort and train your instructor(s)-in-training, teaching assistant, and principal consultants. If needed, we can supply these roles. Best practice calls for the topmost leaders to experience an accelerated version of the program. This helps them understand what their teams are learning, engage with the up-and-coming leaders as they apply MtL, and review what internal trainers are learning. It also gives them the opportunity to determine what content to adjust, brand, or expand to fit their organization's needs. Our aim is to build capability, not dependence.

### **The team path to breakthrough performance**



In most fast growing organizations, leadership competence and capacity is the constraint on growth. MtL removes this constraint. It is built for people who develop leaders at scale and who know leadership is a team sport. Teams perform best when they are clear, aligned, and accountable.

MtL provides the infrastructure to weave leadership development into daily operations across and up and down the organization. Start with one or two teams and scale enterprise wide. The result is leaders at every level who think and act together as one.

Ready to equip your organization with the MtL Platform? Contact IntelliVen to plan your internal launch and build in-house capability. Visit [intelliven.com](http://intelliven.com) or email [info@intelliven.com](mailto:info@intelliven.com) to get started.

## Get Clear. Align. Grow.

Manage to Lead (MtL) is an integrated system of AI-powered tools and methods taught through a hands-on program that leadership teams use to clarify, align, and act on what matters most. It functions as a learning experience, a management process, and a practical software-supported framework that teams continue to use long after the ten-module, cohort-based program.

The MtL program combines structured methods, collaborative exercises, and AI-enabled feedback from the IntelliVen Operations Advisor (IVOA), which includes a structured Sandbox that guides teams as they use MtL tools. Together they help teams think strategically, decide collectively, and execute effectively. MtL is at once a training program, a methodology, and a reusable process that drives better performance and faster growth.

Because MtL combines training, tools, and technology into one cohesive system, it meets leaders where they are and helps them move forward faster.

## Why MtL now

Top executives face a recurring set of challenges: growth that outpaces leadership depth, inconsistent execution across functions or business units, and lack of coordinated governance to ensure alignment from strategy through delivery. MtL addresses these pain points by equipping the top team with the structure, tools, and process to focus management attention where it matters most, providing the alignment and direction the rest of the organization needs to succeed.



As John Kotter<sup>1</sup> and Capers Jones<sup>2</sup> have shown, many change initiatives fail because of recurring barriers, chiefly lack of alignment and sustained management attention. MtL gives leaders the tools and governance to focus attention where it matters most and to keep it there.

Many change efforts miss their targets not for lack of ideas or effort but because leaders and teams are not on the same page about what they are trying to do, why it matters, and how they will pull it off. MtL integrates learning, collaboration, and execution into one coherent approach that delivers sustained results.

What matters most in successful change is management attention. MtL equips management to stay connected to the front line, providing governance, guidance, and support to those charged with leading change initiatives, products, functions, and business units. When desired, IntelliVen provides experienced consultants who work alongside management to establish and reinforce these disciplines until they become second nature. Our mission is to build competence and independence, not reliance on us.

MtL bridges the divide between strategy and execution. It helps leadership teams get clear together, align on what matters most, and act in a disciplined way to deliver results. MtL is built on decades of success with actions driven by the seven Manage to Lead truths. It blends leadership and management into one practical path from intent to impact.

MtL stands out because it works. There is nothing else like it. It is a distinct and proven approach that delivers results where other methods fall short.

## What makes MtL different

MtL's value is best seen in action. The following hypothetical example reflects the kind of real-world outcomes MtL enables:

*A regional healthcare nonprofit used MtL to unify leadership around a single goal: reduce emergency room visits by 25 percent through coordinated digital and in-home care. The work generated breakthrough ideas, including partnerships with local pharmacies for data collection. Within weeks, the team had clear roles, early metrics,*

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<sup>1</sup> John Kotter, *Leading Change*, Harvard Business Review Press.

<sup>2</sup> Capers Jones, *Applied Software Measurement: Global Analysis of Productivity and Quality*, McGraw-Hill.



*and momentum. For-profit organizations in technology, manufacturing, and financial services report similar successes, using MtL to accelerate growth and execution.*

MtL stands apart from traditional training or consulting programs because it is both practical and transformative. It blends the discipline of management with the art of leadership, giving teams a repeatable way to think and act together. The result is a shared framework that turns good ideas into coordinated execution.

Key aspects that distinguish MtL:

- **Real work, not just role play:** MtL is not an academic exercise; it makes doable what teams should already be doing—often what they do not even realize they need to do. Applies directly to your live business challenges. *Your Case is the Course.*
- **Practical tools:** More than 60 tools in the full MtL system. About a dozen are used directly in the course, several extensively. All are easy to learn and apply. Immediately usable examples include Mandate, WHAT–WHO–WHY, Change Framework, Do & Review rhythm, governance aids, and dashboards.
- **Human + AI collaboration:** Combines the wisdom of experienced leaders with AI-powered insight through the IntelliVen Operations Advisor (IVOA) and its integrated Sandbox. This partnership accelerates progress and produces creative, high-quality ideas.
- **Unified leadership voice:** Aligns the leadership team so everyone describes the organization, what it aims to achieve, where it stands now, and what must happen next the same way. MtL turns what is in people’s heads into shared artifacts on a common workspace, without regard to who said it. The result is easier collaboration and true alignment. Alignment is clarity reached jointly.
- **Disciplined execution:** Turns strategy into coordinated action with clear roles, measures, and review routines that build real accountability. Everyone wants it and knows they need it, yet few know how to get it. MtL teaches how to create and sustain accountability and provides support until it becomes second nature.
- **Clarity of focus:** Helps teams understand the difference between goals, initiatives, and tasks, which makes alignment and follow-through easier.
- **Scalable impact:** Works for founder-led firms, complex enterprises, and mission-driven organizations alike.

These strengths make MtL valuable to leaders and teams across the enterprise.



## The next step

For executive leaders ready to drive enterprise-wide adoption, MtL offers a proven path. Top teams set the tone, model the practices, and cascade them through every business unit, function, and product line. IntelliVen partners with you to integrate MtL into your leadership system—providing Principal Consultants, training internal instructors, and guiding implementation so alignment and accountability take root across the enterprise.

Acquire access to the MtL Platform, your organization's turnkey system for achieving clarity, alignment, and growth. Your Platform includes:

- **MtL Textbook:** Full reference guide (~ 120 pages)
- **Ten-Module Curriculum:** ~ 90 pages ready to load onto any learning platform, with over 300 slides, video clips, facilitator notes, example cases, practice cases, input program, and Your Case assignments
- **Instructor and Principal Consultant Guides:** About 35 pages of detailed delivery and support materials
- **Student and Consultant Communications:** Templates for each module
- **MtL Toolbox:** Over 60 practical tools, frameworks, and templates
- **MtL Insights:** Over 30 detailed explanations of MtL tools, IVOA, and Sandbox and how to use them
- **IntelliVen Operations Advisor (IVOA):** AI-enabled support system loaded with MtL content
- **Sandbox:** Guided workspace within IVOA for collaborative team exercises using MtL tools

IntelliVen will guide your team in running its first internal cohort with an instructor in training, a teaching assistant, and a principal consultant for each team. We can also provide these roles. The goal is lasting in-house capability.

If you are ready to see what MtL can do for your organization, contact IntelliVen. Schedule a discovery conversation, explore partnership opportunities, or enroll your leadership team in the next MtL cohort. Visit [intelliven.com](https://intelliven.com) or email [info@intelliven.com](mailto:info@intelliven.com) to begin your journey to **Get Clear. Align. Grow.**

