

Understand reality. Focus intervention. Make decisions.

A facilitated workshop for domain health, signal mapping, decision inventory, leadership intervention, and operating-cadence design.

Design the leadership system

Move from information sharing to shared understanding, explicit tradeoffs, and decisions.

01

Domain Health Map

Evidence and risk across five domains

02

Signal Map

Keep, simplify, add, and stop

03

Decision Inventory

Priority choices, owners, timing, and evidence

04

Intervention Plan

Obstacles, actions, owners, and review points

The leadership conversation

Use these questions to focus attention where leadership can change the outcome.

01 Are we achieving the outcomes that matter?

02 Do we understand our current operational reality?

03 What risks threaten successful delivery?

04 Where should leadership focus attention right now?

05 **What decisions will create the greatest positive impact?**

Keep the whole system in view

Interpret evidence across domains before deciding where to intervene.

01

Strategic Outcomes

Business, customer, product, strategy

02

Execution Health

Predictability, milestones, dependencies,
capacity

03

Engineering Excellence

Quality, reliability, debt, platform

04

Customer Signals

Adoption, satisfaction, escalations, feedback

05

Organizational Effectiveness

Team health, talent, alignment, efficiency

EXERCISE 1

Assess domain health

Connect observations, risk, and decisions across the five domains.

PROMPTS

- What must become different?
- Who experiences the change?
- What is leading evidence?
- What is lagging proof?
- Who owns the outcome?

WORKBOOK OUTPUT

Decision Center Domain Canvas

Domain evidence
Material risk
Confidence change
Decision required
Owner and timing

Map actionable signals

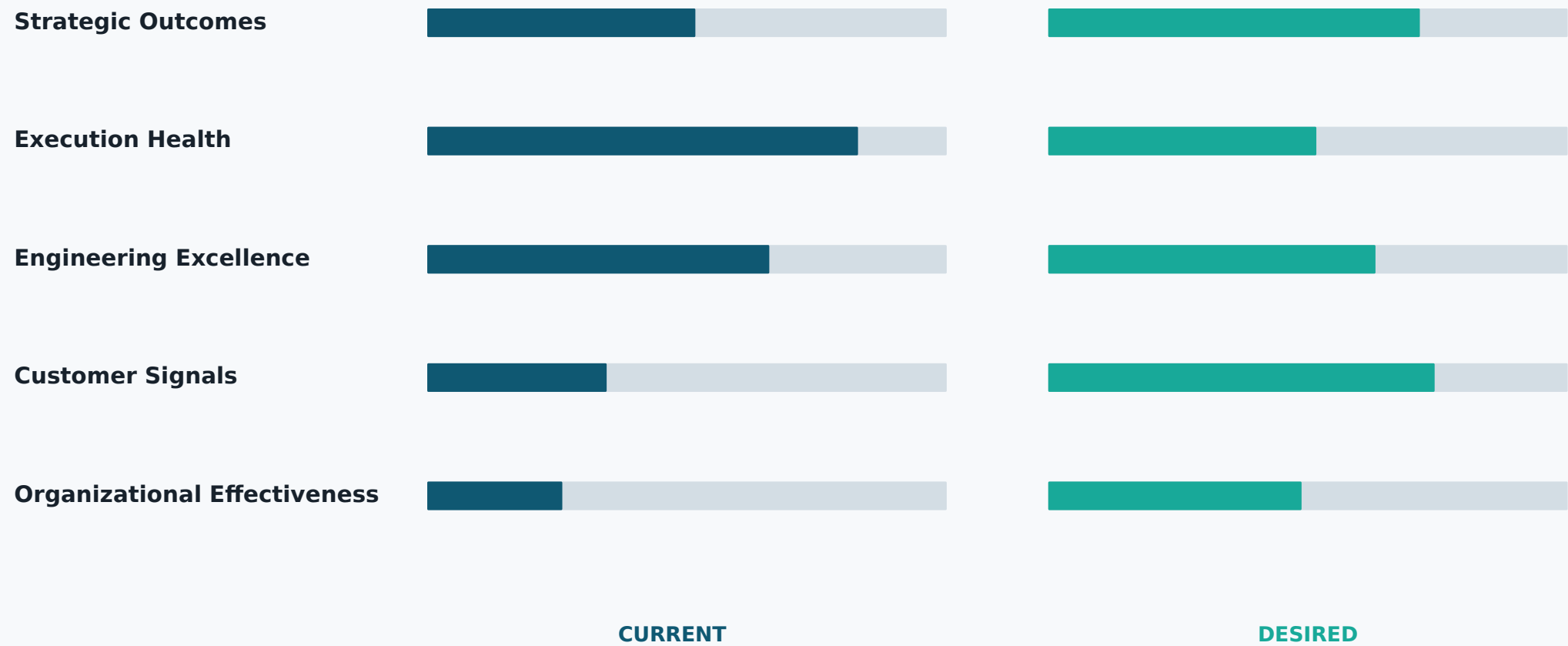
Separate decision-relevant evidence from reporting noise.



Observe → Interpret → Decide

Build the decision inventory

Make priority choices, ownership, evidence, and timing explicit.



Plan leadership intervention

Translate obstacles and risk into focused leadership action.

Decision

What choice is required?

Owner

Who has authority?

Evidence

What increases confidence?

Alternatives

What else was considered?

Risks & tradeoffs

What is accepted?

Next evidence

What will we learn next?

Design the operating cadence

Every review must connect evidence, decisions, intervention, and follow-through.

Commitment	What will change?
Owner	Who is accountable?
Evidence	What will indicate progress?
Review	When will we decide?