

PARTICIPANT WORKBOOK

Leadership Workshop

Working pages for outcomes, reality, attention, decisions, and commitments

Workshop working agreements

Use observable evidence. Separate facts from interpretation. Focus on the system, not individual evaluation. End discussions with a decision or next evidence.

1. Outcome Alignment Map

Outcome: What must become different?

Beneficiaries

Leading indicators

Lagging proof

Owner and key dependencies

2. Current Reality and Risk Map

Domain	What we observe	Risk / confidence change
Strategic Outcomes		
Execution Health		
Engineering Excellence		
Customer Signals		
Organizational Effectiveness		

3. Leadership Attention Profile

Domain	Current / 100	Desired / 100	Implication
Strategic Outcomes			
Execution Health			
Engineering Excellence			
Customer Signals			
Organizational Effectiveness			
Total	100	100	

One attention-shift experiment

4. Decision Quality Canvas

Decision

Owner and decision date

Evidence and alternatives

Risks and tradeoffs

Confidence and next evidence

5. 90-Day Leadership Commitments

Commitment / decision	Owner	Evidence	Review date

Personal leadership takeaway

Use note: Proposed ODM workshop material. Adapt to context. Do not use to rank individuals or teams.