

Focus attention. Improve decisions. Create outcomes.

A facilitated workshop for outcome alignment, current reality, leadership attention, decision quality, and 90-day commitments.

What this workshop produces

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

01

Outcome Alignment Map

Shared outcome, indicators, ownership, and risk

02

Leadership Attention Profile

Current and desired attention across five domains

03

Decision Inventory

Priority choices, owners, timing, and evidence

04

90-Day Commitments

Actions, evidence, 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

Align on the outcome

Create a shared definition of meaningful success before discussing execution.

PROMPTS

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

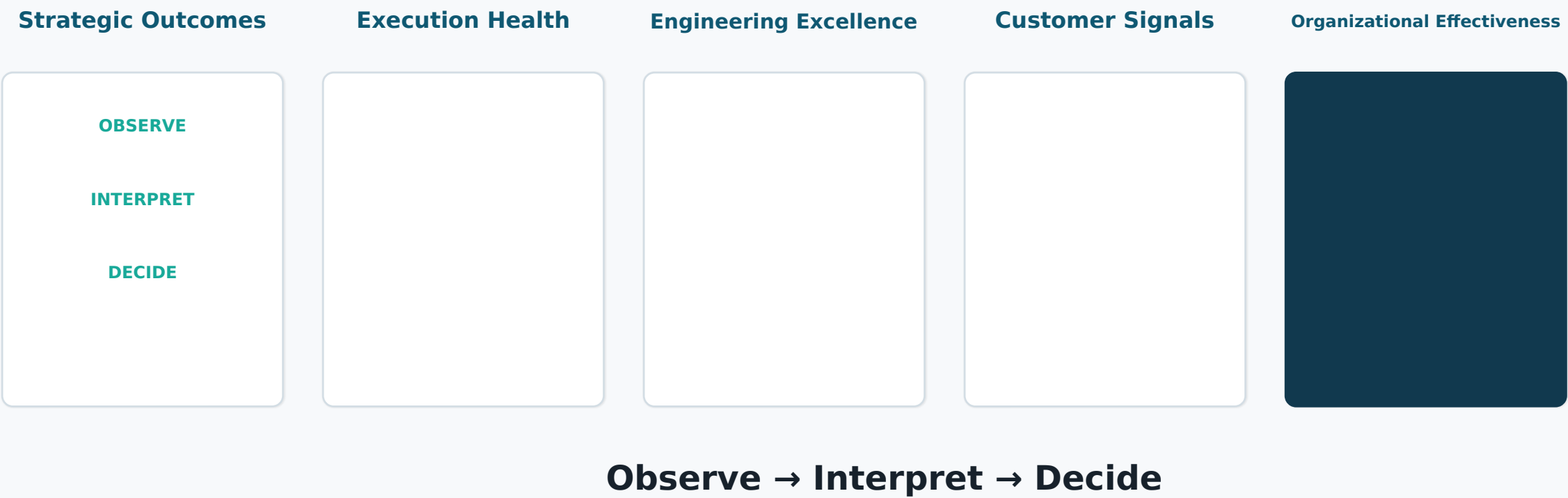
WORKBOOK OUTPUT

Outcome Alignment Map

Shared outcome
Beneficiaries
Leading indicators
Lagging proof
Owner and dependencies

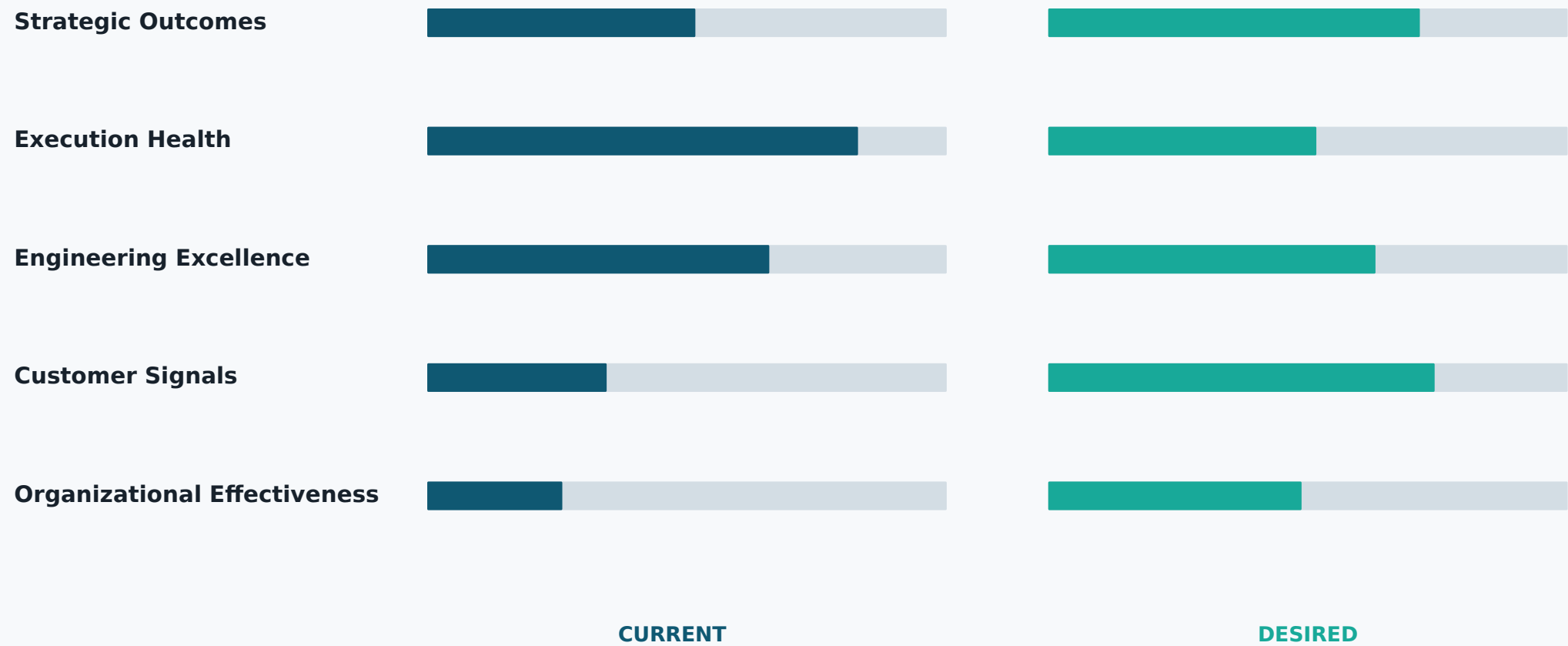
Understand current reality

Separate observation from interpretation and identify material risk.



Focus leadership attention

Compare current and desired attention, then select one shift to test.



EXERCISE 4

Improve decision quality

Examine one material decision and make the next decision pattern explicit.

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?

Turn workshop learning into 90-day action

Every commitment requires an owner, evidence, and review point.

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