

ACG Annual Business Improvement Program

Year 1

Management Team Leadership Assessment

Individual interviews with leaders identified by CEO and leaders identified by leaders
Conduct company-wide trust/teamwork survey

Results reported to CEO with anonymous individual feedback

Two-day offsite planning session with specific goals of:

- Review of barriers to business success
- Review of leadership survey findings and company wide survey
- Presentation of CEO's definition of 5-10 year success
- Discovery of Core Values
- Agree on Purpose of organization
- Leadership team's definition of 5-10 year success
- Agree on Core Competencies of organization
- Identify and agree on sandbox
- In-depth SWOT analysis
- Identify issues that may impede success
- Agree on 3-year initiative
- Agree on annual plan, financial and non-financial
- Create 90 and 180 day "Rocks" for organization and each member of the team
- Create and publish "**Léargas SSP** One Page Strategic and Operational Plan"

Quarterly Meetings, 90/180/270 days following quarterly meeting

- Review accountability of Rocks by individual
- Present next quarter Rocks
- Review financial and non-financial company performance
- Review issues that may impede success
- Update the "One Page Strategic and Operational Plan" if necessary

Unlimited telephone consultation for the CEO and Leadership team

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Year 2

Update Management Team Leadership Assessment

Interview new members of leadership team

Conduct company-wide trust/teamwork survey

Two-day offsite planning session with specific goals of:

Review of success of prior year activities

Review of updated leadership survey findings and company wide survey

Review CEO's definition of 5-10 year success

Renew commitment to Core Values

Discuss actions that support Core Values and purpose of organization

Discuss alignment of team's definition of 5-10 year success with CEO

Update Core Competencies of organization

Review definition of sandbox

Review SWOT analysis

Identify new issues that may impede success

Update 3-year initiative

Agree on annual plan, financial and non-financial

Create 90 and 180 day "Rocks" for organization and each member of the team

Create and publish "**Léargas SSP** One Page Strategic and Operational Plan"

Additional education component to the meeting

Quarterly Meetings, 90/180/270 days following annual meeting

Review accountability of Rocks by individual

Present next quarter Rocks

Review financial and non-financial company performance

Review issues that may impede success

Update the "One Page Strategic and Operational Plan" if necessary

Unlimited telephone consultation for the CEO and Leadership team

