

WELCOME!
**THE LIVESTREAM WILL START
IN JUST A MOMENT**

**How to Destroy Silos and Build
Enterprise-Wide Cross-Functionality**
Architecting Scale with Predictable Success

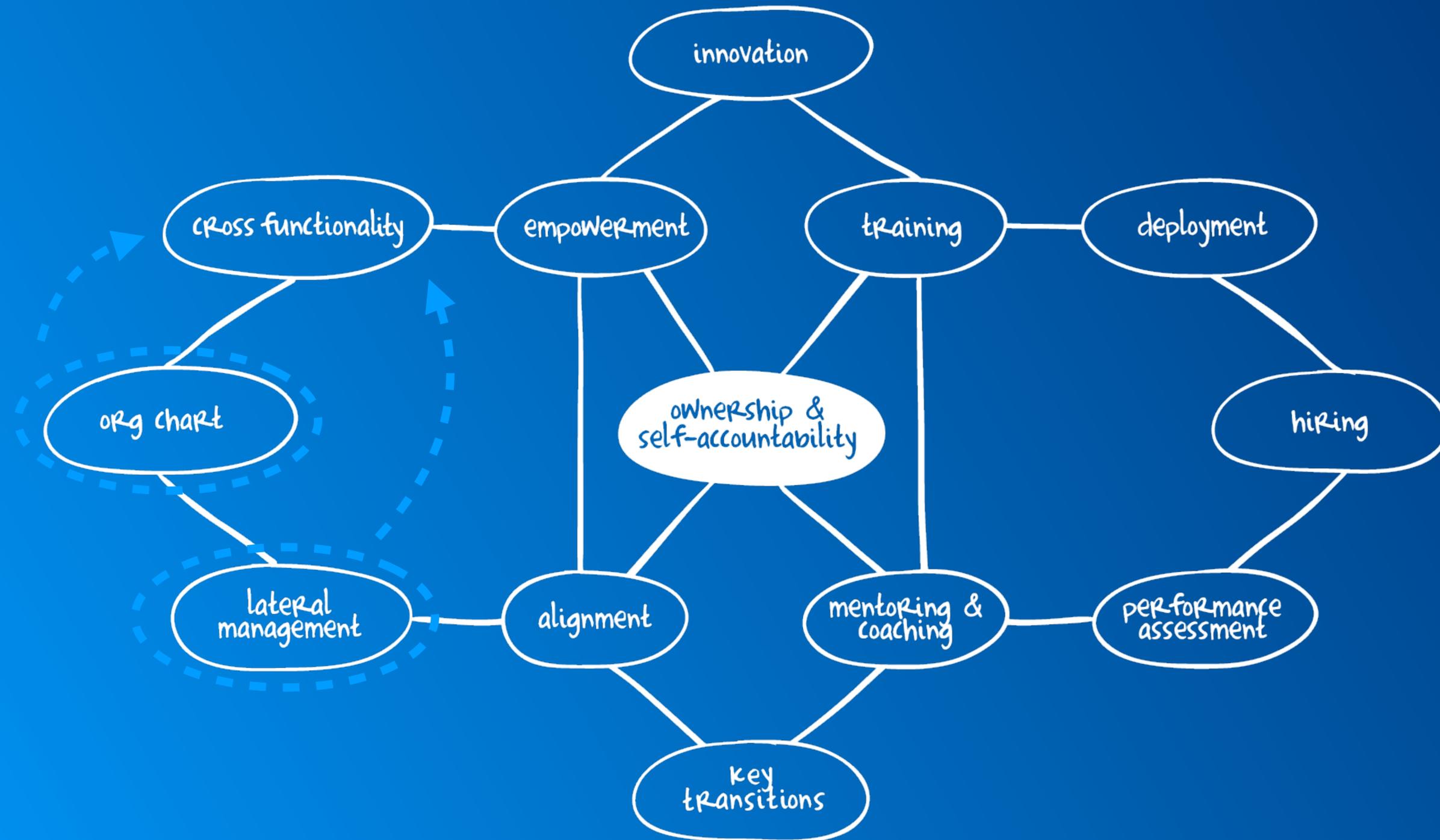


HOW TO DESTROY SILOS AND BUILD ENTERPRISE-WIDE CROSS-FUNCTIONALITY

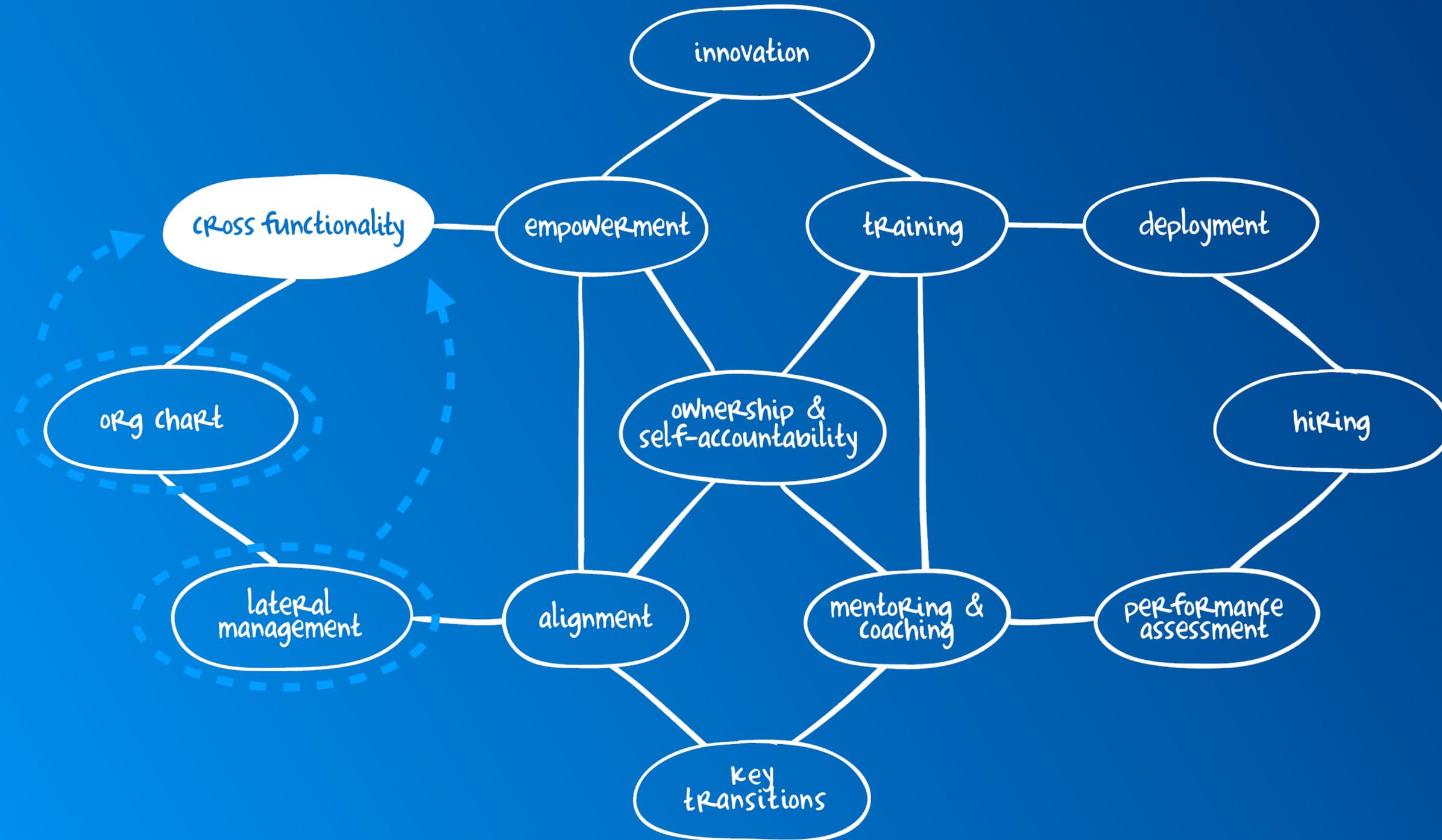
Architecting Scale with Predictable Success



THE PREDICTABLE SUCCESS SCALABILITY MATRIX



THE PREDICTABLE SUCCESS SCALABILITY MATRIX



TODAY'S AGENDA

PART 1

Understand the special role of the Cross-Functionality as an essential skill to scale any organization

PART 2

The 5 Key Factors of you need to engage cross-functionally and scale up like never before

PART 3

Identify the practical next steps for you to immediately implement what you have learned



COMMENTS & QUESTIONS

Use the Q&A box for any
comments / observations



SCOTT RITZHEIMER

FOUNDER AND CEO SCALE ARCHITECTS



Scott has helped start nearly 20,000 new businesses and nonprofits and, with his business partner, started and led their multimillion-dollar business through an exceptional and extended growth phase (over ten years of double-digit growth) all before he turned 35.

He founded Scale Architects to help businesses across the country identify the right growth strategies and find the right guides to get them on the fast-track to Predictable Success and stay there as long as possible.



LES MCKEOWN

FOUNDER AND CEO PREDICTABLE SUCCESS



Les McKeown is the President and CEO of Predictable Success, a leading advisor on leadership and organizational development. He has started over 40 companies in his own right, and was the founding partner of an incubation consulting company that advised on the creation and growth of hundreds more organisations worldwide.

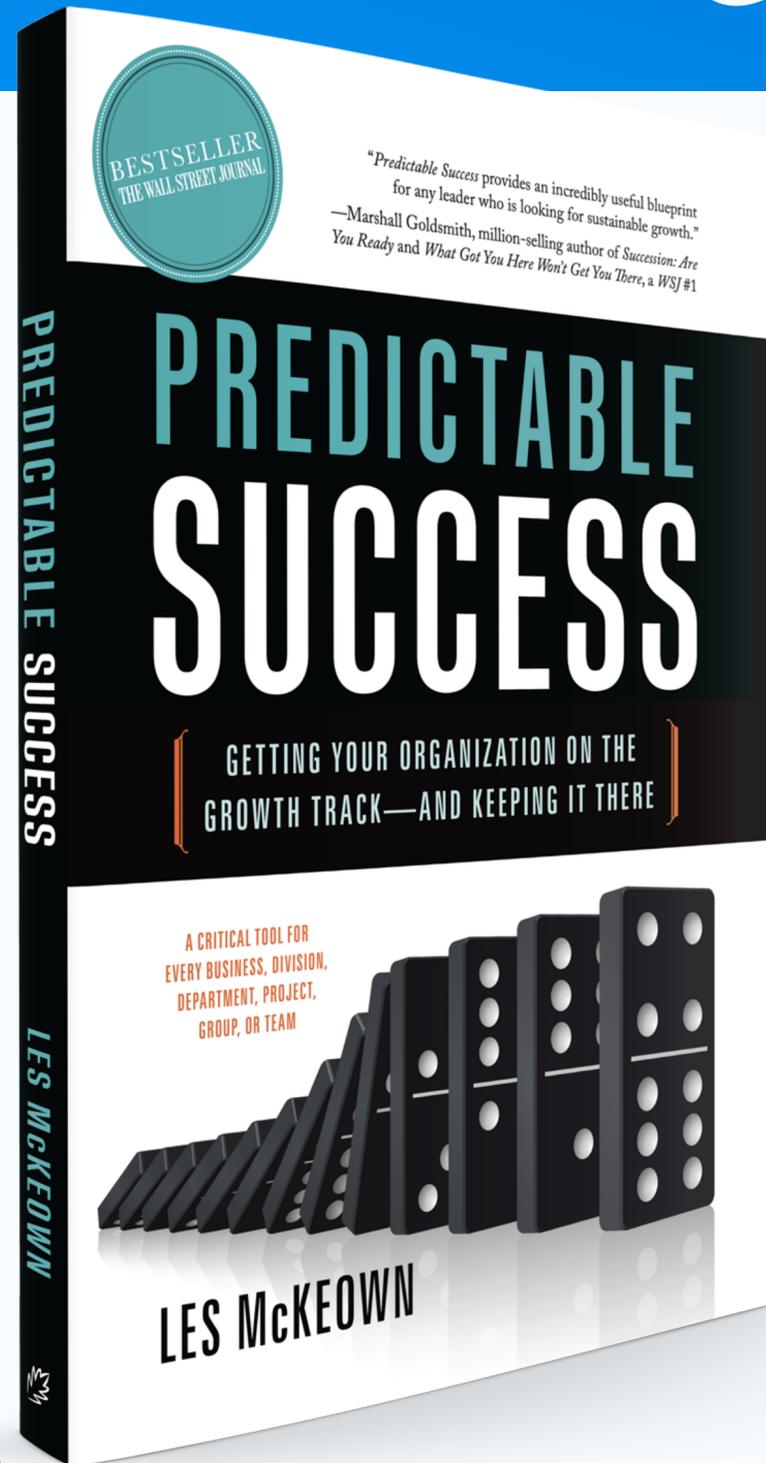
Les advises CEOs and senior leaders of organisations on how to achieve scalable, sustainable growth. His clients range from large family-owned businesses to Fortune 100 companies, and include Harvard University, American Express, T-Mobile (now EE in the UK and Europe), United Technologies, the Pella Corporation and Chevron.

Based in Washington, DC, Les now spends his time consulting, writing, teaching and speaking. Les has appeared on CNN, ABC, the BBC and in Entrepreneur magazine, USA Today and the New York Times. Les is the author of the WSJ and USA Today bestseller, 'Predictable Success', 'The Synergist', 'Do Lead' and 'Do Scale'.

Les can be contacted at: lesm@predictablesuccess.com
or via his website: PredictableSuccess.com



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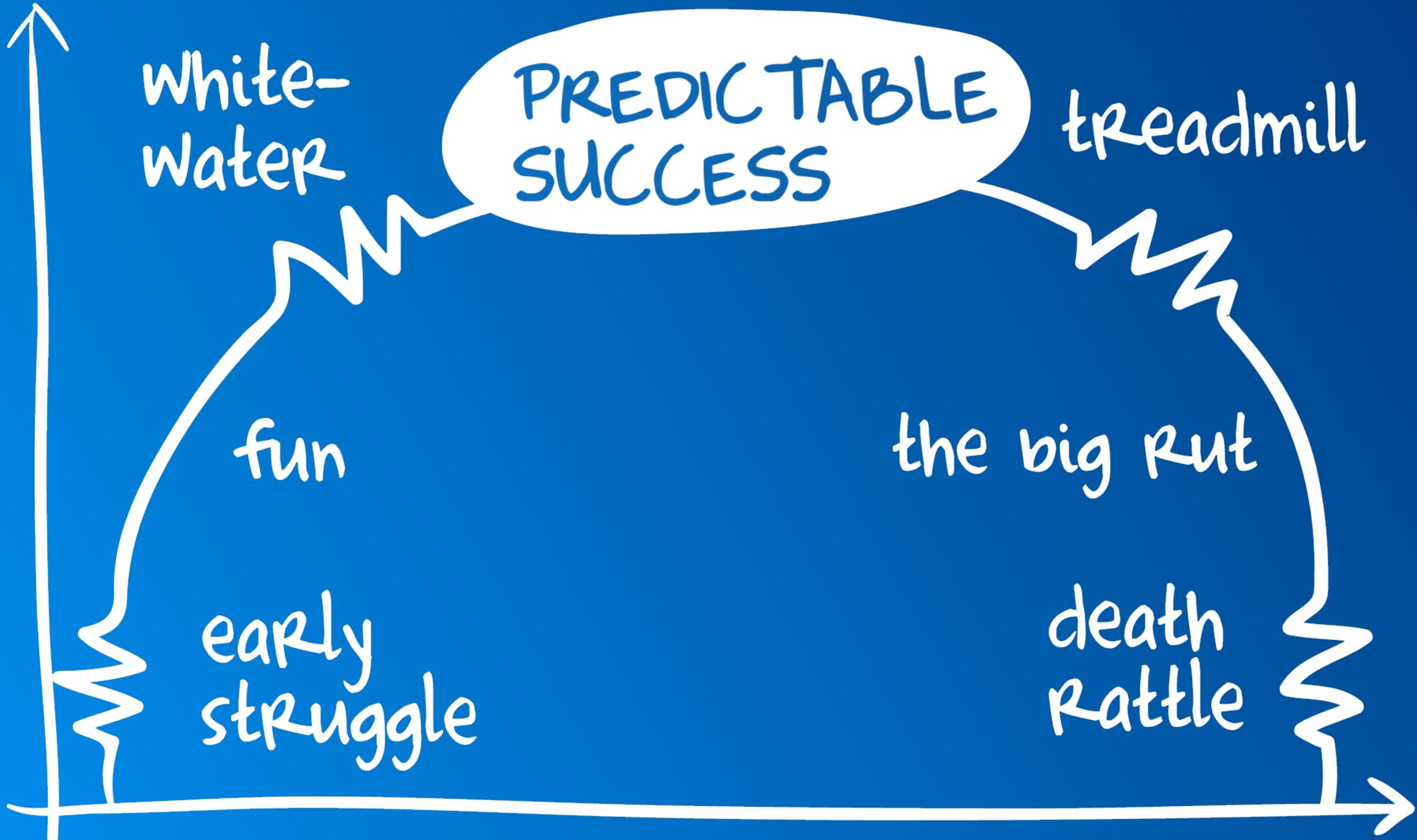


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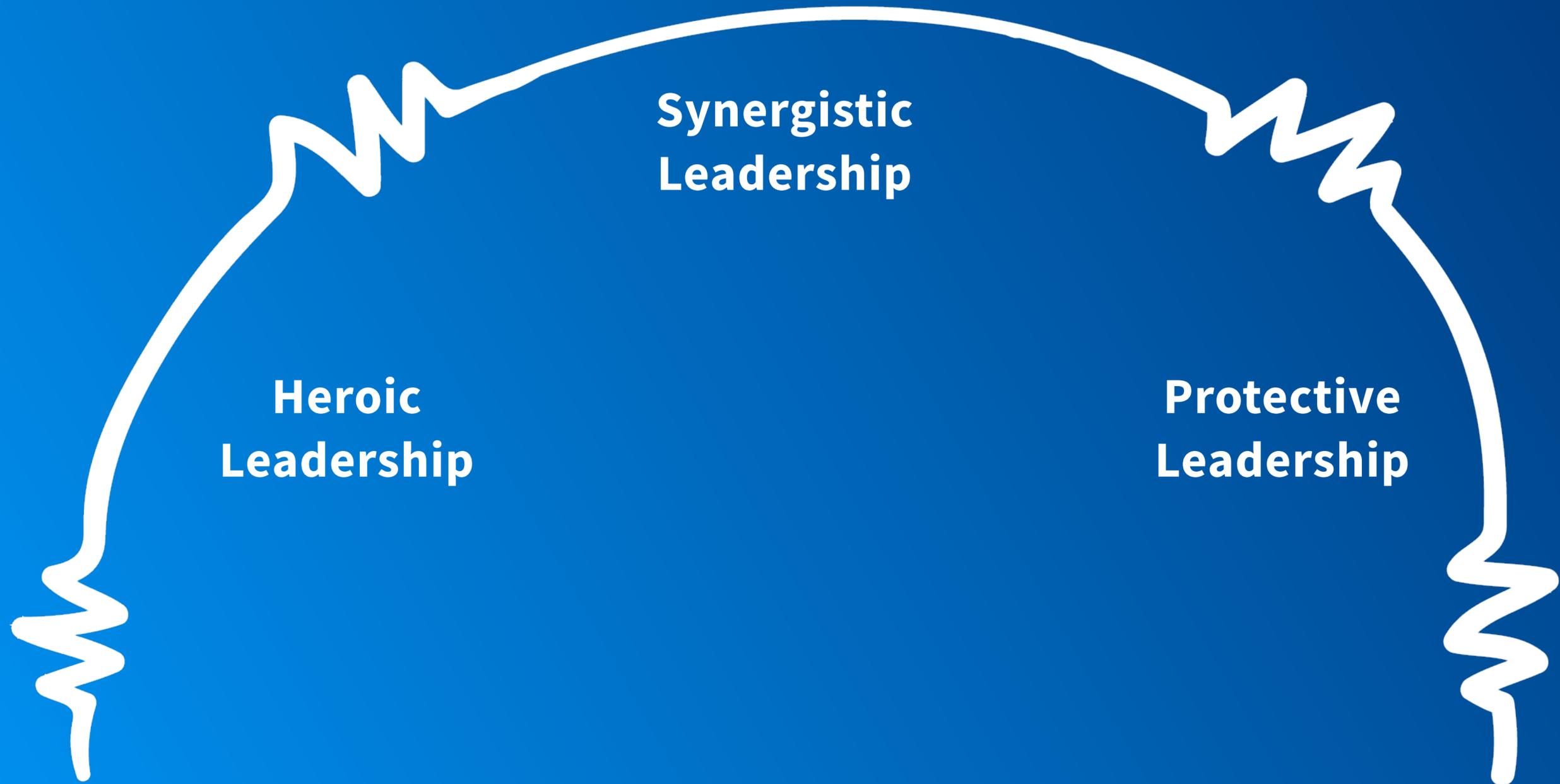
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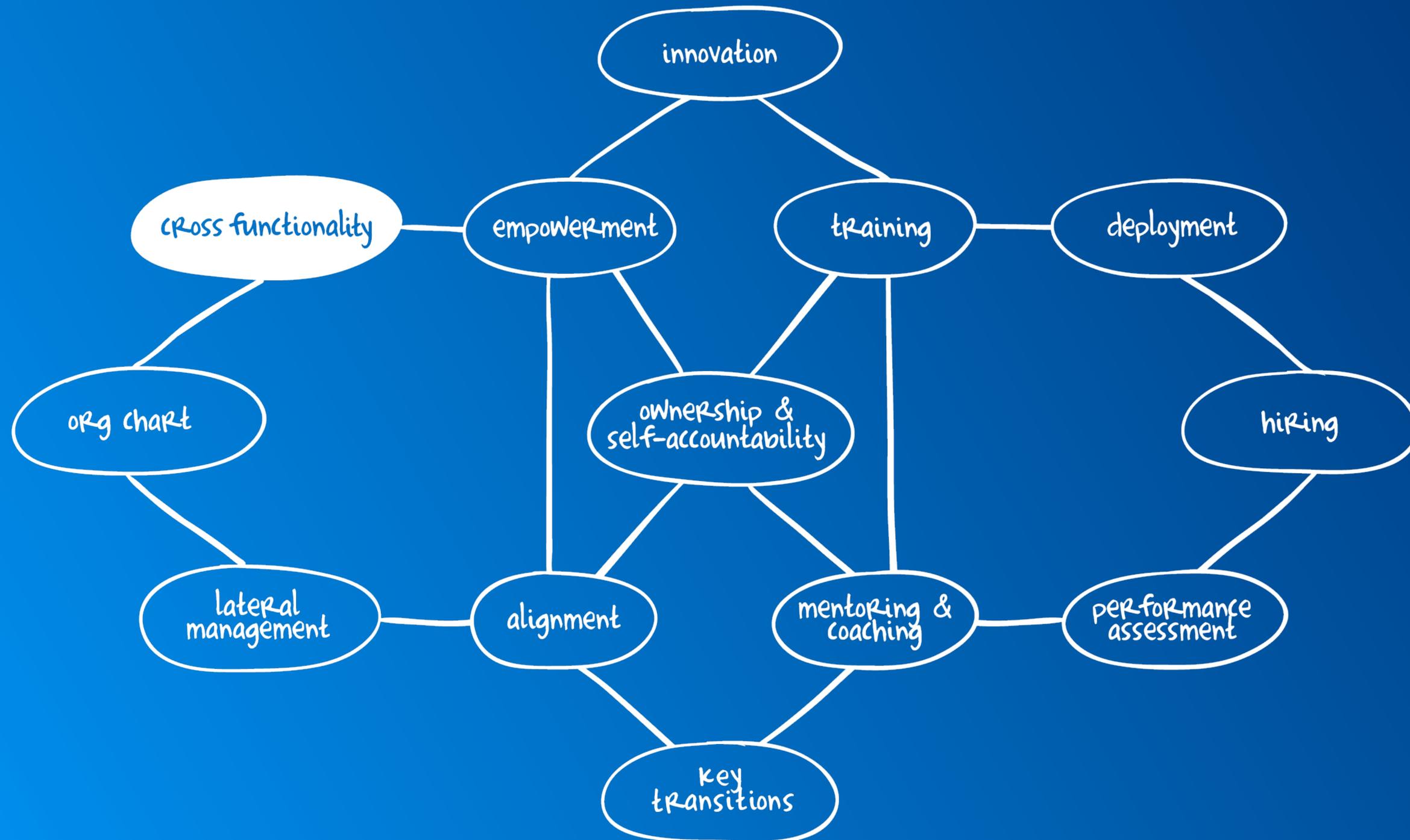
THE PREDICTABLE SUCCESS MODEL



HIGH-QUALITY TEAM-BASED DECISION MAKING



THE PREDICTABLE SUCCESS SCALABILITY MATRIX



“

The ability of the organization to work across functions and between silos, at all levels, in an organic, natural manner

Cross-Functionality: Defined



CROSS-FUNCTIONALITY IN PREDICTABLE SUCCESS

'Managed' and organic cross-functionality in harmony.

Natural cross-functionality.

Porous titles / roles.

'Just do it' mentality.

Little organic cross-functionality.

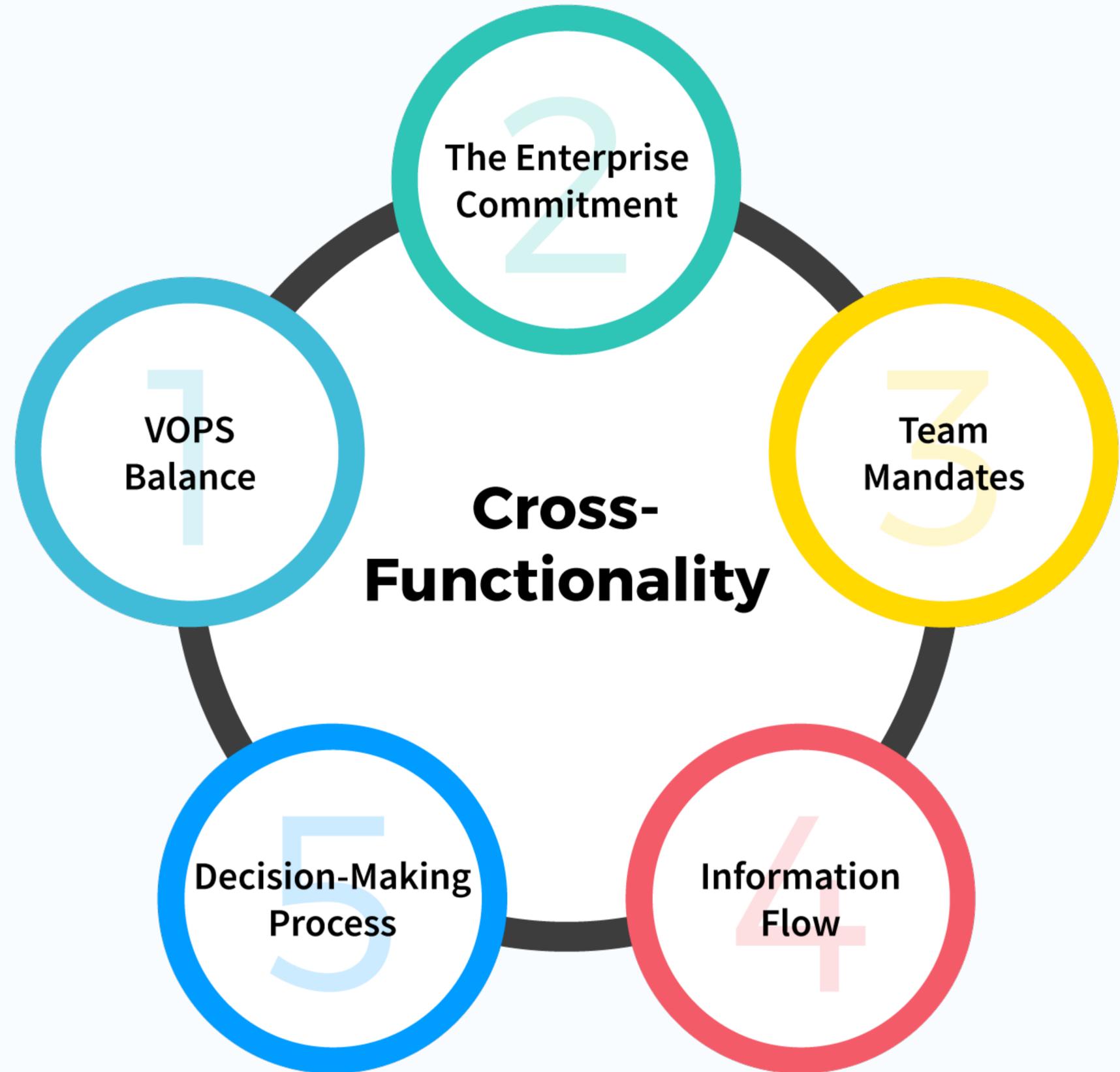
Rigid roles / silos.

'Not my job' mentality



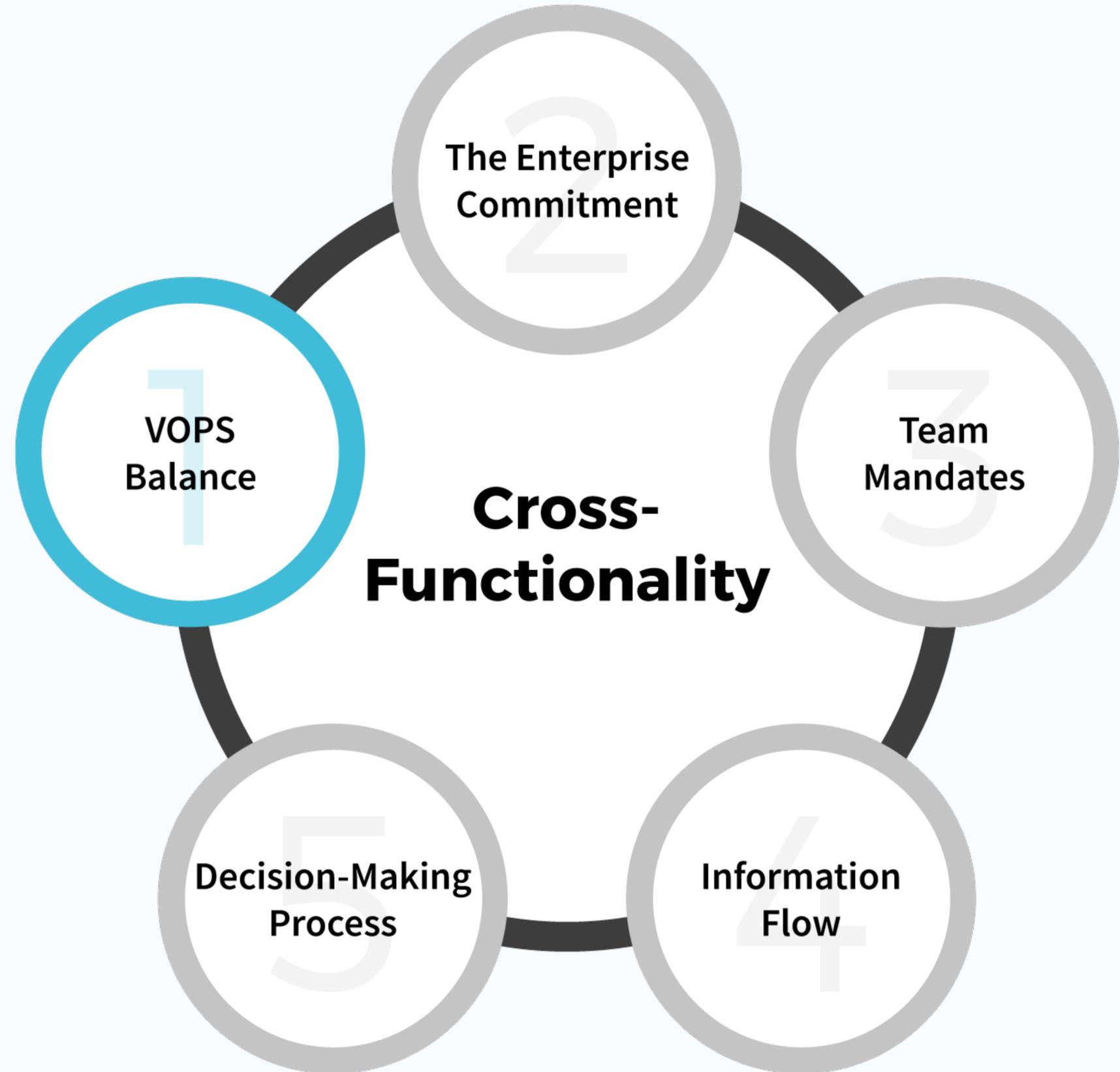
THE FIVE KEY FACTORS

THE ESSENTIAL STARTING POINT TO SCALE ANY ORGANIZATION



KEY FACTOR #1

VOPS BALANCE



VOPS BALANCE

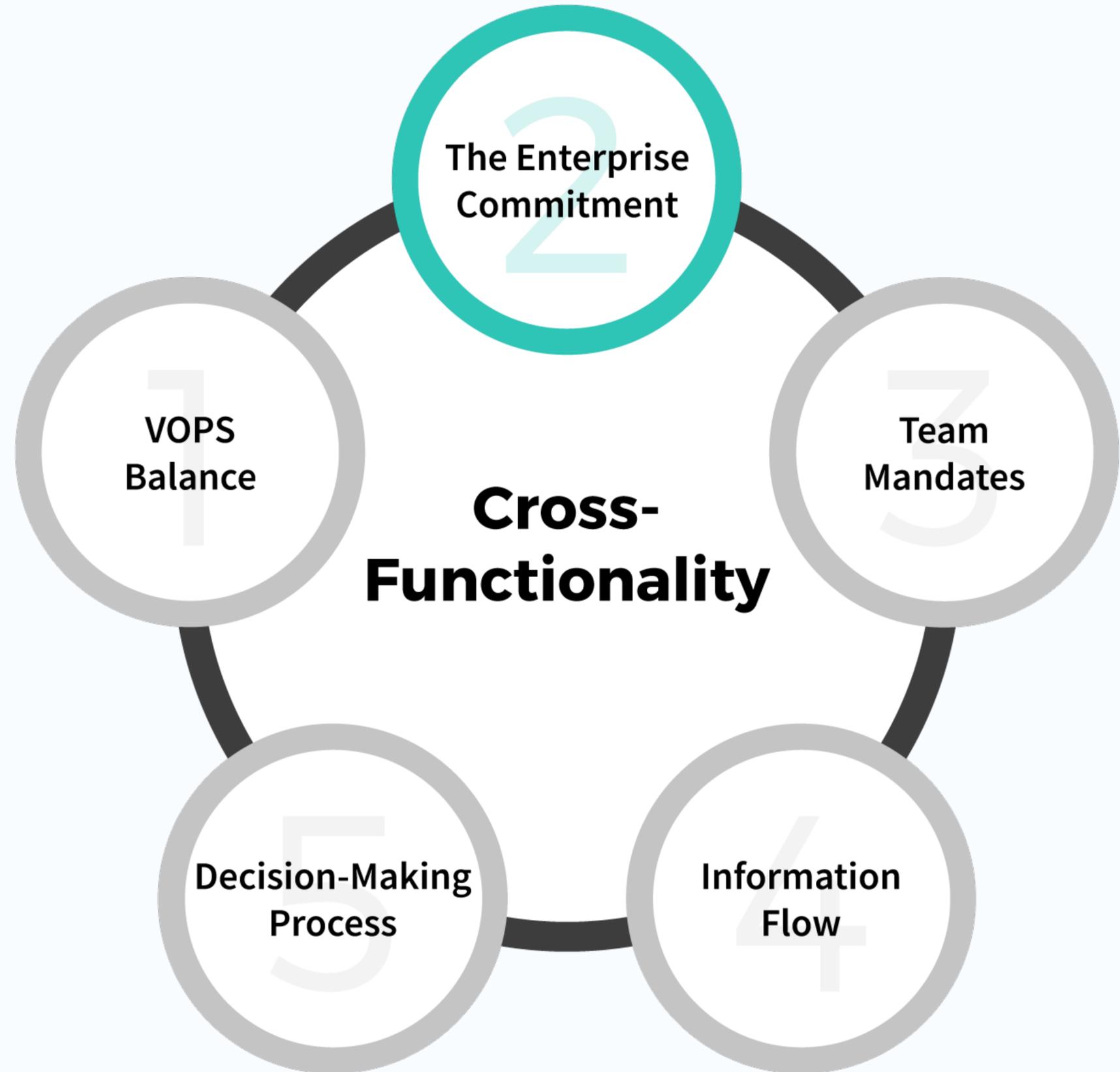
FOUR MAIN ELEMENTS:

1. No Visionary - BRITTLE solution
2. No Operator - IMPRACTICAL solution
3. No Processor - IMPERMANENT solution
4. No Synergist - GRIDLOCK



KEY FACTOR #2

THE ENTERPRISE COMMITMENT



“

“When working in a team or group environment, I will place the interests of the enterprise ahead of my own.”

The Enterprise Commitment



THE ENTERPRISE COMMITMENT

FOUR MAIN ELEMENTS:

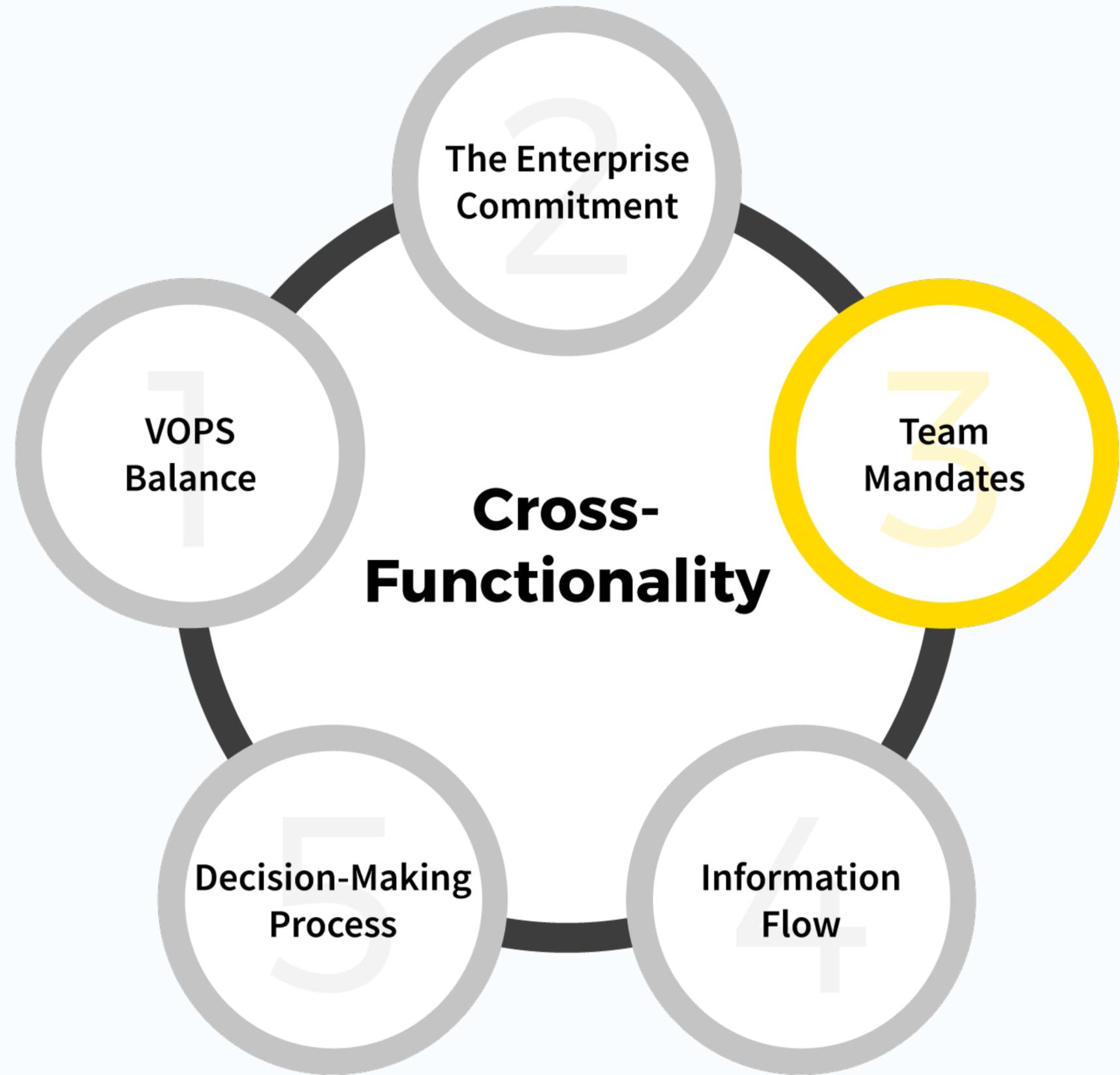
1. *'Team or group environment...'*
2. *'...interests of the enterprise'*
3. *'...ahead of my own.'*
4. Know the **V / O / P / S** defaults.

“When working in a team or group environment, I will place the interests of the enterprise ahead of my own.”



KEY FACTOR #3

TEAM MANDATES



TEAM MANDATES

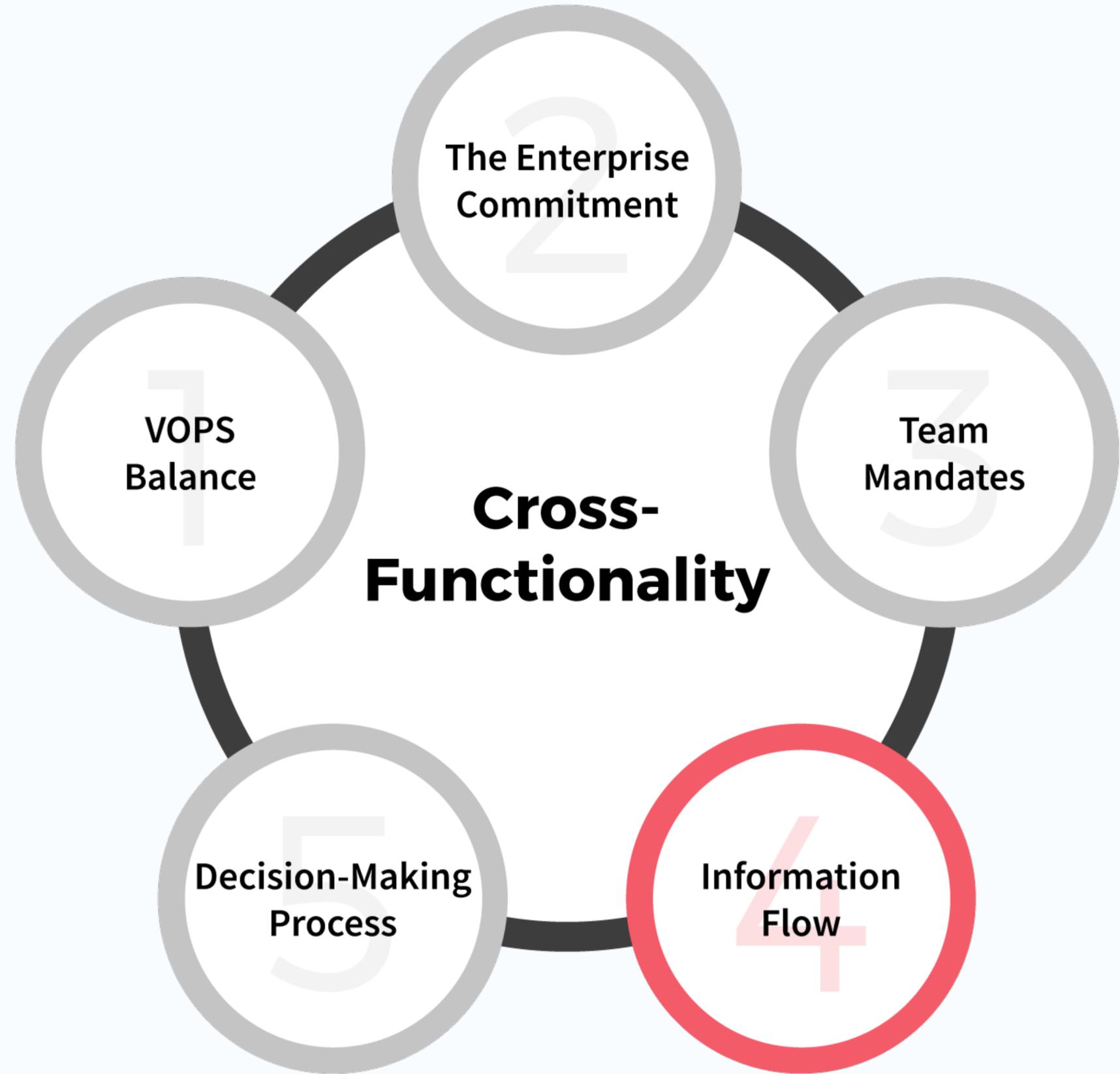
FOUR MAIN ELEMENTS:

1. The mandate itself (what are we here to do?)
2. The process (how are we going to do it?)
3. The delegated authority (what can we make happen?)
4. Clearly defined output (what's the expected result?)



KEY FACTOR #4

INFORMATION FLOW



INFORMATION FLOW

FOUR MAIN ELEMENTS:

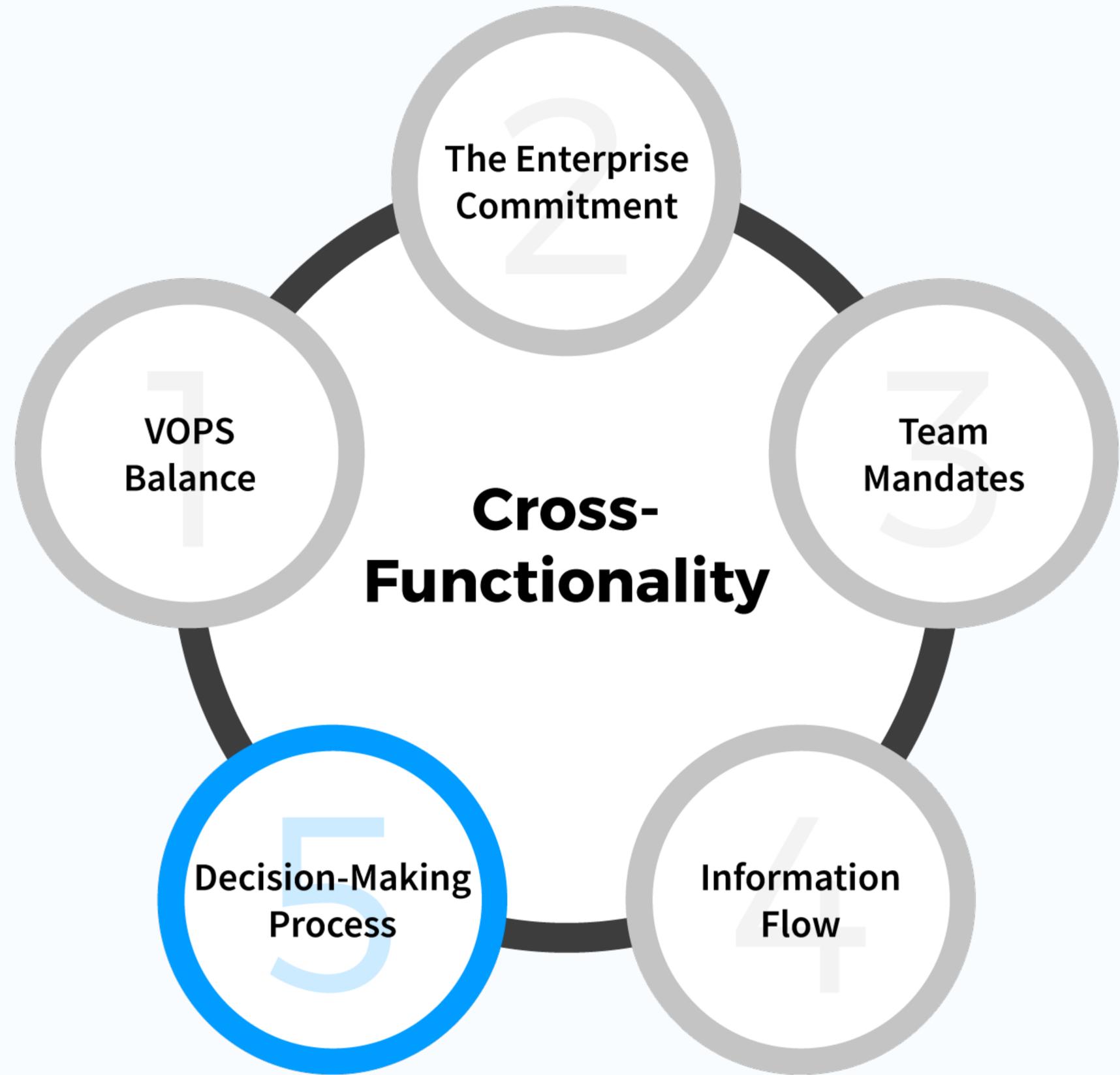
1. Single source of truth
2. Pre-circulate base data
3. Pre-harmonize non-trivial inconsistencies / ambiguities
4. Communicate out per mandate - (again SSoT!)



Goals



KEY FACTOR #5 DECISION-MAKING PROCESS



DECISION-MAKING PROCESS

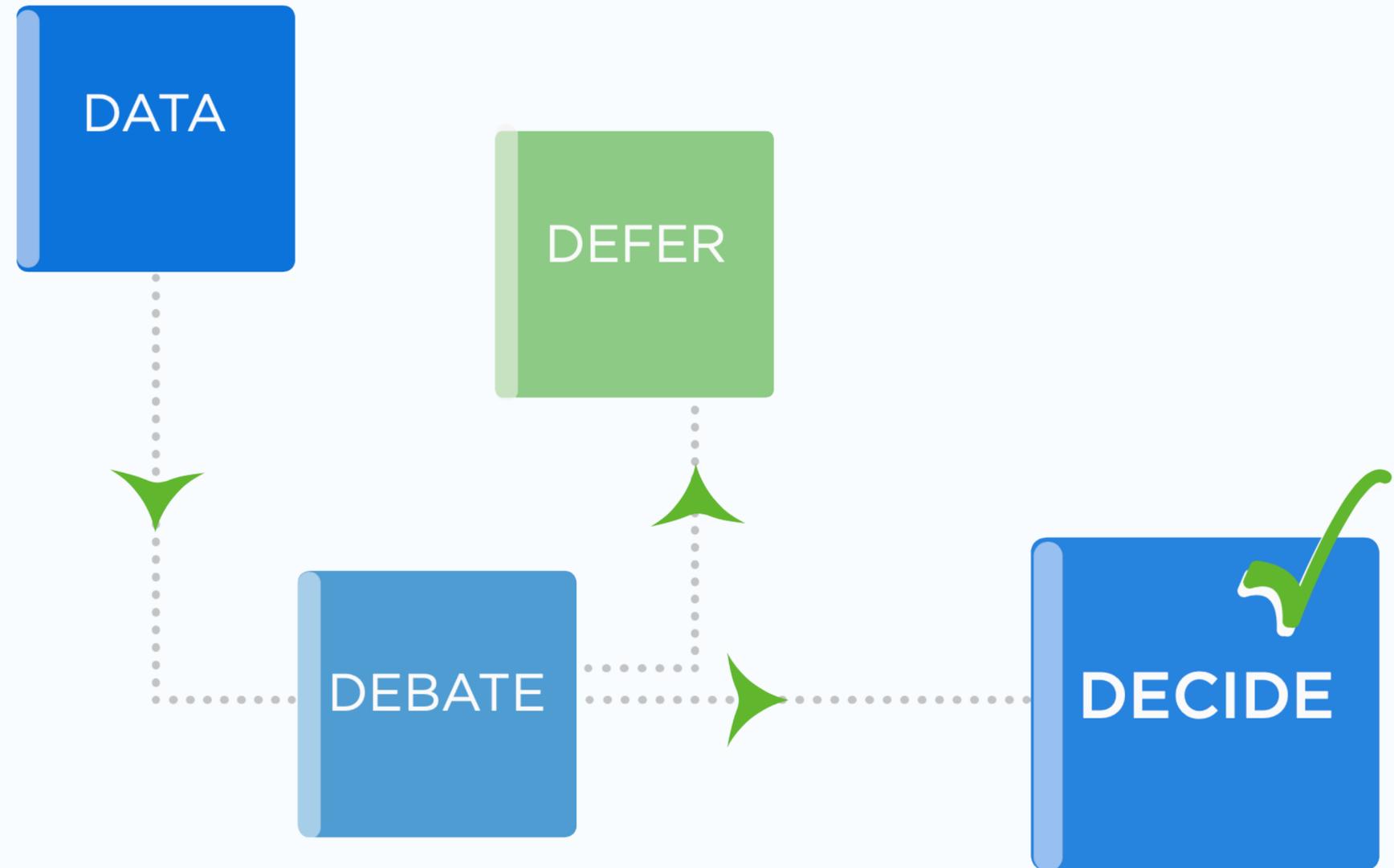
FOUR MAIN ELEMENTS:

1. Data
2. Debate
3. Decide, or
4. Defer



THE 4D PROCESS

THE KEY TO
HIGH-QUALITY
DECISION-MAKING
AT SCALE

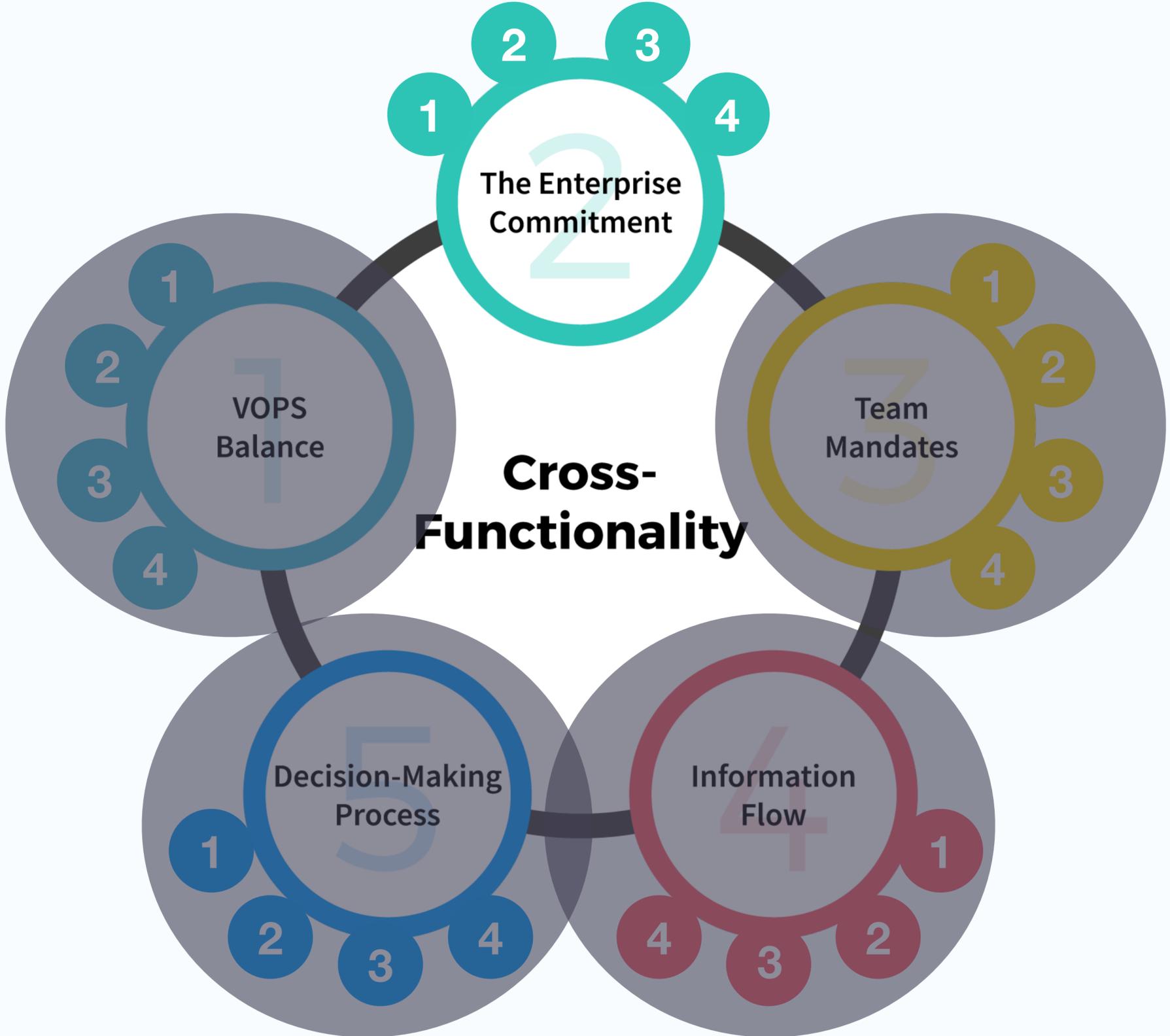


IMPLEMENTATION QUICK-START

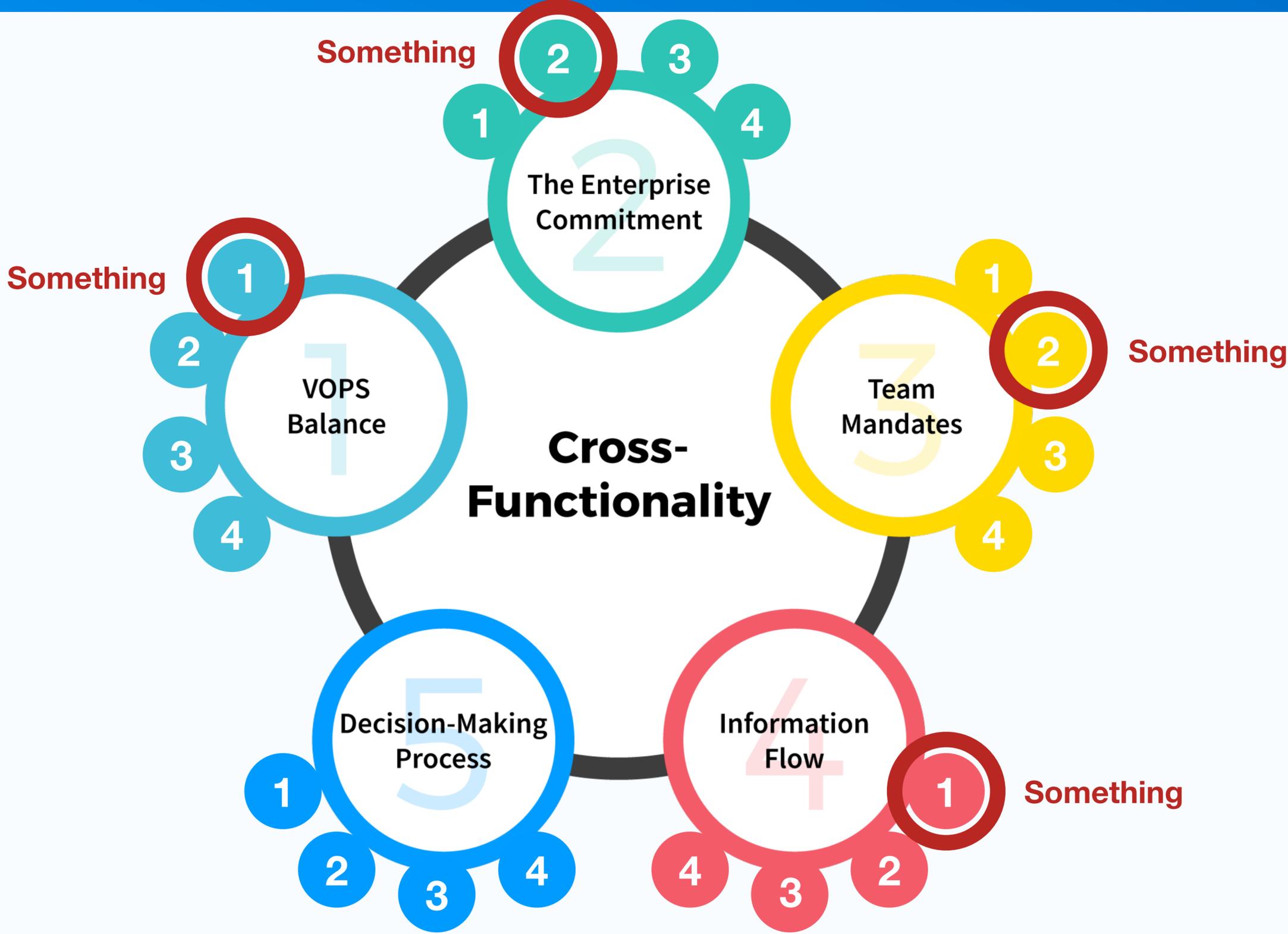
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NO / LITTLE EXISTING PROCESS



NO / LITTLE EXISTING PROCESS



ESTABLISHED EXISTING PROCESS

GROUP EXERCISE

QUESTIONS FOR YOU AND YOUR TEAM

- Why / when does your organization work well Cross-Functionally?
- Why / when does your organization not work well Cross-Functionally?
- What 3 things could you start doing, that would make your Cross-Functionality better?
- What 3 things should you stop doing, that would make your Cross-Functionality better?
- What's the major barrier / constraint on consistently and effectively working Cross-Functionally?



NEXT STEPS?

**How to Destroy Silos and Build
Enterprise-Wide Cross-Functionality**
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HOW WE CAN HELP

You can architect scale yourself using our expansive suite of **training courses and live events** that are designed to help you reach Predictable Success!

Do-It-Yourself

You can bring in a knowledgeable Scale Architect we've personally trained to **help coach you and your team** into Predictable Success!

Coaching & Consulting

We can personally **train and certify one of your team members** as an expert in the Predictable Success methodology!

Certification



LET US HELP YOU

**FAST TRACK YOUR PROGRESS
TOWARD PREDICTABLE SUCCESS
WITH SCALE ARCHITECTS**

www.scalearchitects.com/contact

SCAN ME



LiveStream on April 12 at 2:00 pm eastern

HOW **ALIGN EVERY ACTION OF EVERY EMPLOYEE** WITH YOUR **VISION FOR THE FUTURE**

Architecting Scale with Predictable Success Series



Scott Ritzheimer
CEO of Scale Architects



Les McKeown
CEO of Predictable Success



A SMALL TOKEN OF OUR APPRECIATION

3 FREE OFFERS
FROM US TO YOU!

FREE TEAM VOPS CALCULATOR

Use this simple tool to ensure every cross-functional team you assemble has the right VOPS Balance

FREE 4D WEBINAR

Learn How (and Why) to Turn Your Team into a Decision-Making Machine!

FREE CONSULTATION

We'd love to help you identify the next steps for your journey into leading in Predictable Success



Q & A

We're here to answer any questions you may have!

