



## Virtual and On-Site Breakthrough Leadership Team System

### Is your leadership team stuck?

- Are silos causing performance breakdowns and delays?
- Are too many demands causing spin & churn?
- Is resistance to change undermining your success?
- Is your leadership team working 1-2 levels below their role?
- Do you need greater shared-ownership for results?
- Are meetings becoming a barrier to getting the real work done?
- Have you tried everything – and still feel stuck?

### You can move forward rapidly.

- **In 16 hours, get your entire team aligned and moving** toward your future picture of success and shared priorities.
- **Achieve dramatic, measurable, and sustainable team outcome, execution, and relationship improvements, in only 4-6 months.**
- NO training NO styles inventory, NO lengthy assessments - **NO wasted time.**
- Save time, save money, and **leverage your remote workforce.**

[BSTATE.com](http://BSTATE.com) created by [IMPAQ](http://IMPAQ.com)®

### What makes this system work better than any other?

1. **It's business outcome-driven** rather than process or skill-driven.
2. **It aligns the team on optimal future state execution** - no need to rehash past issues.
3. **It creates shared-ownership for new high-performance team habits** that hold up over time and under pressure.
4. **It builds a safe environment** for open dialogue to challenge the status quo without blaming or shaming.
5. **It installs an ongoing follow-up system** for accountability, agility, and measurement.

### 98% of teams get Measurable, Breakthrough Results in 4-6 months - guaranteed.

How can we make this claim? **35 years of data and experience** with over 1,400 teams and 30,000 team players **show us:**

#### Team Habits Improve

60% - 80%

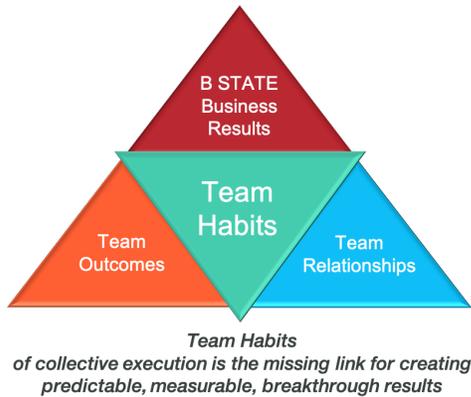
#### Team Relationships Improve

15% - 35%

#### Team Outcomes Improve

- ➔ Projects complete 25% faster
- ➔ Revenue and margins increase
- ➔ A culture of “team accountability” for results and leadership behaviors is established

## Implement Your B STATE® Breakthrough Leadership Team System



### A Simple 4-Step Process

Each step of the process uses an outcome-driven approach to minimize wasted time and maximize deliverables and results.

**Step 1: Understanding Your Business,** external drivers, challenges, and constraints ensures we keep the implementation targeted and practical.

#### **Step 2: Implement the Team System (16 hrs)**

- Alignment on a Future Picture of Success
- 10 to 15 new Team Habits of Collective Execution to optimize operational excellence - the missing link to breakthrough results
- Shared team priorities and project plans to create breakthrough results
- Proactive recovery to surface and resolve breakdowns quickly
- Baseline measures that are tracked in outcome-driven (B STATE) meetings

**Step 3: Initial Meeting and Coaching Support** to reinforce the newly established team mindset and behavior changes without extra meetings that waste time.

**Step 4: Team Evaluation & Refinement (6 hrs)** 4-6 months later, we meet with the team to measure and adjust. The team can then replicate the process every six months to make critical adjustments that sustain success in an ever-changing marketplace.

contactus@bstate.com  
+1 213.536.5685

## Create Breakthrough Results

**A bio-pharma manufacturing plant** with poor safety and performance transformed into the benchmark plant for their entire system.

**A municipal government** broke down silos, increased engagement, and saved millions of dollars in only 6 months.

**A medical center** went from operating red and almost closing its doors to being profitable and improving patient satisfaction in 9 months.

**A 3,000-person division** restructured increasing morale and decreasing costs by over \$2M in 9 months.

## Share the Experience

“We accomplished in one day what would have taken us at least 3 months.” –Healthcare

“Instead of learning about each other’s styles, we learned about each other’s needs for success, and we are committed to each other’s success in addition to our own success. This is true ownership!” –Utility

“We became a unified team by working on real issues and getting real work accomplished. It felt good to rise above our differences to our common cause as a team.” –Manufacturing

“We have a clear path to success and the means to support and trust each other, and it all happened in one day. It was easy and graceful, and we have the reference point for high performance.” –Retail

“I came in stressed and burned out, and now I feel rejuvenated. Today, a major load lifted now that we are all aligned and actively supporting each other to be successful.” –Medical Facility

“So often these activities give us more work to do. Not this process. We are doing our work differently to be more efficient, more focused, and more results-oriented.” –Government