



VINCIGUERRA CONSULTING GROUP
Transforming Leaders. Transforming Business.

Leadership On-Demand Mini Course

5 C's of High-Performing Organizations

Course E-Book

Welcome!

Congratulations on your dedication to continuous and never-ending improvement. At Vinciguerra Consulting Group, our aim is to provide you with the tools, strategies, and skills to take your leadership and life to the next level.

This online learning platform allows you to move through the curriculum at your own pace, giving you the freedom to not just try some new ideas along the way, but to expand your limiting beliefs as to what you can truly achieve.

Throughout this course, you will have plenty of resources to help shape your leadership future. The E-Book is designed to be a responsive companion to your learning journey, the videos offer insight and well as guidance to what you are learning, and the tools included in the E-Book will give you a baseline of data on your areas of strength, as well as your opportunities for growth.

At the end of this course, it is my hope, that you walk away with more tools in your tool box, increased confidence in yourself as a leader, and most importantly a renewed vision of potential for yourself, and your organization. Results matter – and the only way that leaders get the results they want is to no longer tolerate where they're at. Your commitment to extract more knowledge for yourself, makes all the difference in the world to what you can achieve.

Lastly, if at any point you need support or greater clarity in your learning journey, simply reach out to me at scott@vcgtransforms.com, and I will gladly listen.

Best of luck, and continued success in all that you do, and thanks for choosing Vinciguerra Consulting Group as your trusted resource in your development.

Live with Purpose & Passion,

Scott

Dr. Scott Vinciguerra, CEO
Vinciguerra Consulting Group

5 C's of High-Performing Organizations – Course Map & Agenda

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Part II.
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Part I. Course Overview

This dynamic and hands-on program offers leaders a chance to explore five critical components linked to high-performance. These include:

Connectivity: This first engagement will kick-off the program with the intent to discover the attributes that connect individuals working on a team. The multiple ways in which employees have commonality, synergy, similar value systems, and how these attributes play a role in their collective understanding of high-performance are the foundation of trust in any relationship.

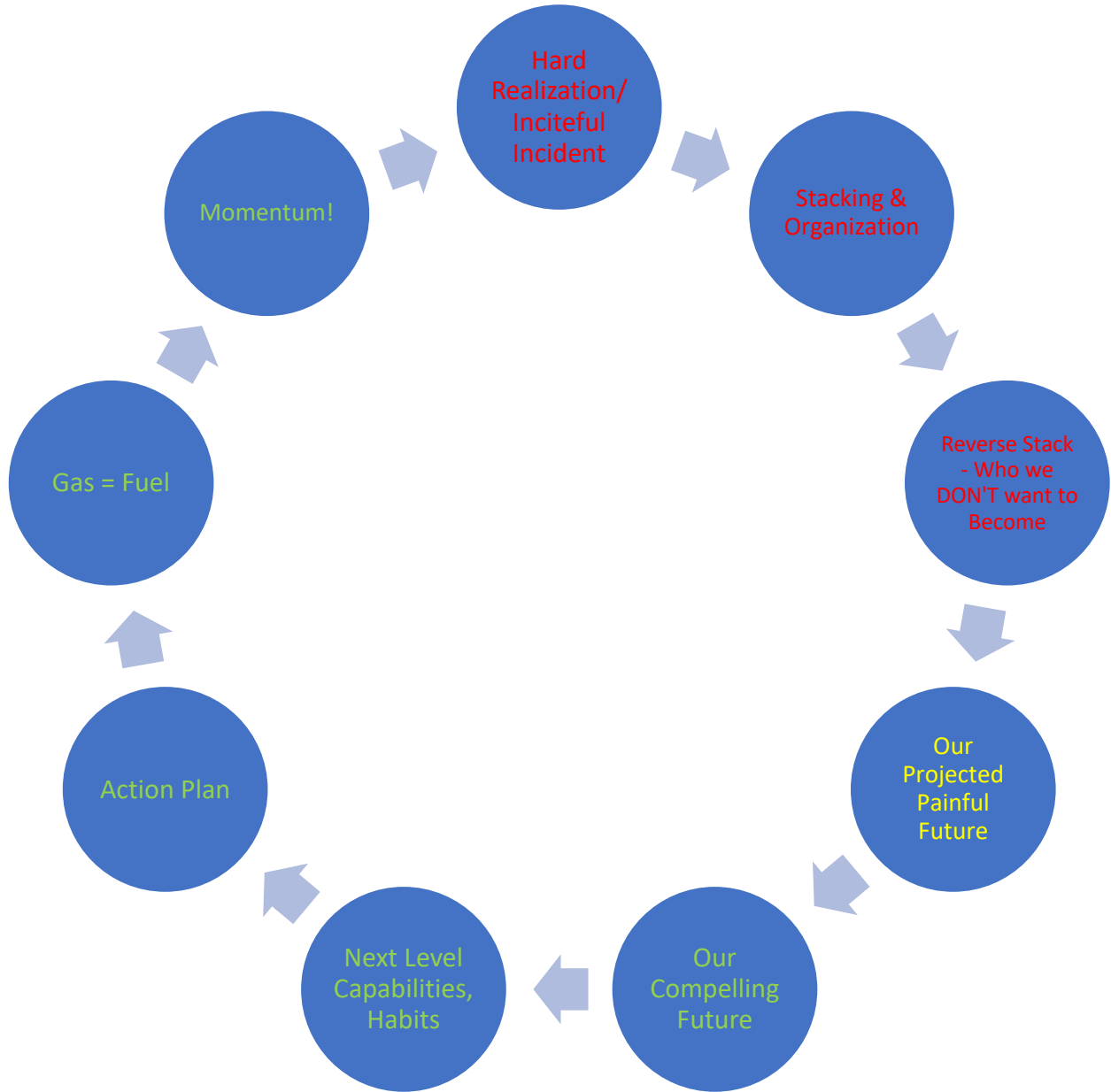
Collaboration: In this section, participants engage in identifying what the rules of engagement are for successful collaboration within the organization. This session will unpack the norms/values of what collaboration looks like, sounds like, and feels like from each layer of the organization.

Creativity: Creative minds offer organizations a wealth of opportunity for innovation across the spectrum of business. However, what often gets overlooked is how organizations approach creativity, as well as the creative process, and having a 'home' for creative ideas to take shape. In this workshop, we'll take a deep-dive into what creativity could look like for your organization, as well as how to leverage that creativity in your market.

Common Purpose: The highest-performing organizations have a laser-like focus on their purpose. Getting that message to be sustainable and pervasive within the organization is the task of leadership. While strategic plans can provide a roadmap of incredible ideas, the journey often loses momentum when disruption knocks at the door. In this workshop, participants will learn the true meaning of commitment from the perspective of business, and understand how shared purpose and collective responsibility lays the foundation to future success.

Celebrations: How much time are we spending in celebration? Do we honor the people AND the work? What makes high-performing organizations unique is how they design their celebrations to match their effort. These aren't 'happy-hour' moments, they are intentional, planned activities that reflect the effort that individuals and teams dedicate to their employer. In this final segment, we will get creative in our planning of celebrations so that each member of the team gets recognized for their contributions.

Part II.
The Success Cycle



Success Cycle

The following categories define/explain each segment of the Success Cycle.

1. **Hard Realization/Inciteful Incident:** Having to experience pain or unforeseen disruption to the organization.
2. **Stacking & Organization:** Refers to the mental models or stories we tell ourselves. Likely to include organizational loathing, playing it 'safe', and lack of worthiness. These stories get stacked on top of each other until we 'believe' them and our ability to get beyond them. Wholeheartedly unhealthy and not helpful!
3. **The Reverse Stack:** Who we DON'T want to become, represent, or act like. It's here that we start to re-imagine the opposite of the stories we told ourselves in the 'Stacking'.
4. **Our Projected Painful Future:** Here is where the shift truly happens – transformation to believing and becoming more! Transforming our thinking to committing to the change, as the pain is too real to go back to the old ways. Transforming thinking from how life used to be, to how life will be.
5. **Our Compelling Future:** The impact, and difference we are going to make for ourselves, and our clients.
6. **Our Next Level Capabilities:** New habits, stronger community bonds, resources, fight/drive/will, intellect, hunger.
7. **Our Plan to Take Action:** Trusting the process, positive mindsets, warrior mentality.
8. **Gas = Fuel:** How we fuel the actions; resilience, creativity, relationships
9. **Momentum:** Our BREAKTHROUGH AND TRANSFORMATION IS BEING LIVED!

**Part III.
Spotlight Tool**

1. What's the biggest problem your organization is facing that prevents you from becoming high-performing?

2. What are some possible solutions to this problem?

3. What's an opportunity you can capitalize on to address this problem?

4. What are the BEST strategies or ideas to optimize this opportunity?

5. If your organization could eliminate this problem, in what ways would you thrive?

Part IV. 7 Levels of Why

Connecting with others in your organization are the bonds that keep us together in good times, and times of disruption. However, there **MUST** be a **COMPELLING** reason to connect, to experience life together, and to give more to each other. This tool helps us to understand our compelling reasons and our 'Why's'. **You MUST know your 'why' before you can know your 'way'**. Critically thinking of the reasons at a deeper level helps us to uncover our 'why'. Begin your process now, and plan to get solid practice with this process as you move through this curriculum.

Level 1 - Why do you want to be successful at connecting?

Level 2 - Why is that important to you?

Level 3 - Why is that important to you?

Level 4 - Why is that important to you?

Level 5 - Why is that important to you?

Level 6 - Why is that important to you?

Level 7 - Why is that important to you?

Inviting Collaboration

The ability for you and your organization to collaborate sends a message about values and communication. It means that you are willing to listen, to learn, and to grow. In this section, think critically as to why this skill is important to you.

Level 1 - Why do you want to be successful at collaborating?

Level 2 - Why is that important to you?

Level 3 - Why is that important to you?

Level 4 - Why is that important to you?

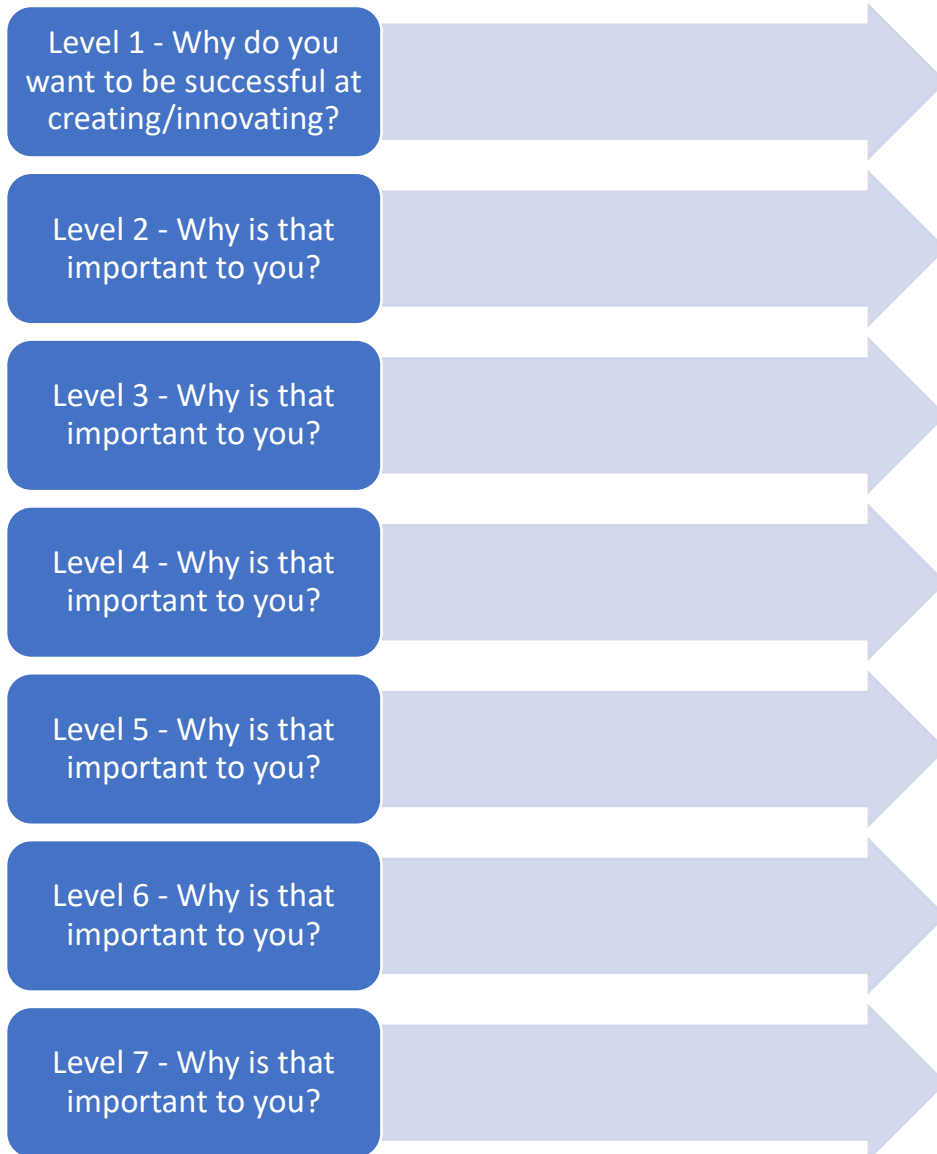
Level 5 - Why is that important to you?

Level 6 - Why is that important to you?

Level 7 - Why is that important to you?

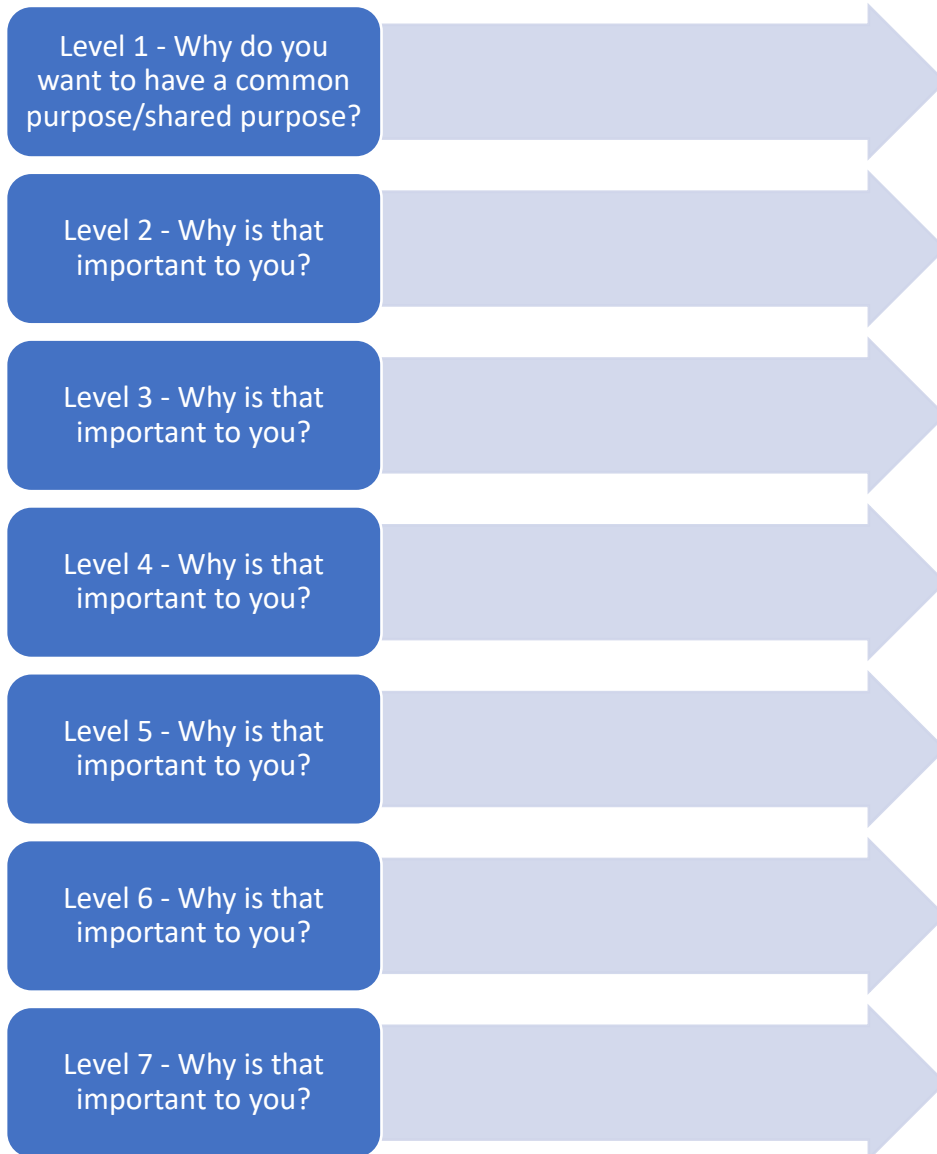
Embracing Creativity

The very essence of business is to create, innovate, and market. Without those basic three elements, businesses fail. In this section, capture why it is important for you to embrace creativity.



Common Purpose

Having a common purpose that can be shared amongst your organization sets a flag in the ground as to what your true commitments and beliefs are. In this section, dig deeper as to why it is important for you to have a common purpose.



Celebrations

Lastly, how your organization recognizes each other and celebrates their achievements in small and large ways demonstrates a level of appreciation and gratefulness. In this final exercise, uncover why celebrations are a priority for you.

Level 1 - Why do you want to embrace celebrations?

Level 2 - Why is that important to you?

Level 3 - Why is that important to you?

Level 4 - Why is that important to you?

Level 5 - Why is that important to you?

Level 6 - Why is that important to you?

Level 7 - Why is that important to you?

**Part V.
Current Practices**

Part of the growth and transformations organizations experience begins with having a vision of what they want to achieve. In this section, get in the weeds with your ideas and aspirations. Identify what is currently happening in each category, give it a grade (A-F), and then convey the change you wish to see in the section on aspirations.

	Current Practice(s)	Grade	Aspirations
Connection			
Collaboration			
Creativity			
Common Purpose			
Celebrations			

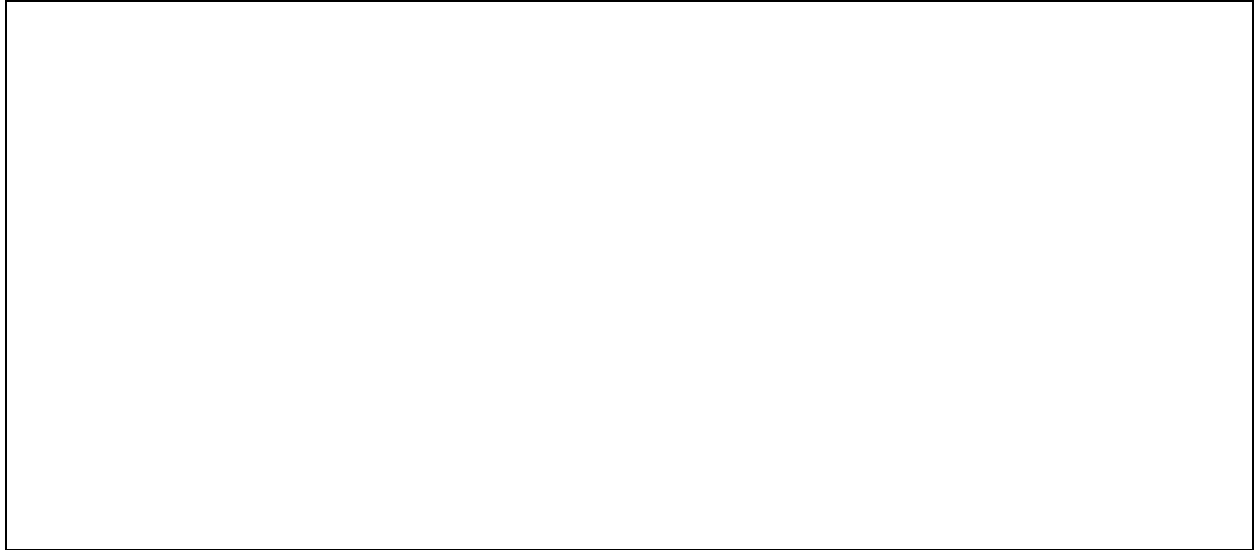
Next, design a list of priorities so that you can obtain momentum:

- 1.
- 2.
- 3.

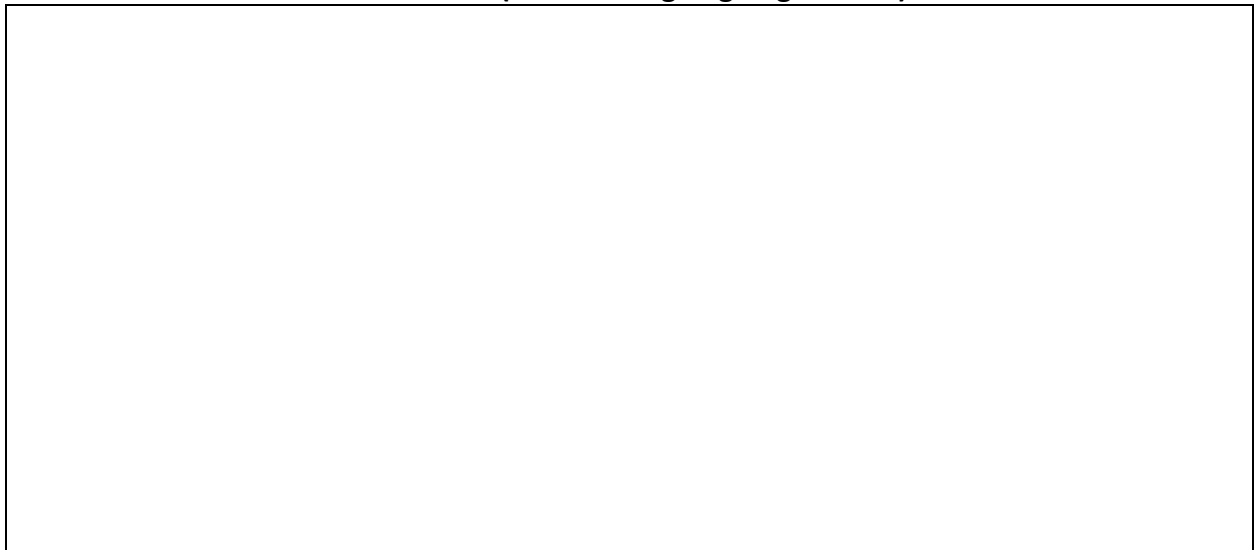
**Part VI.
Action Plan**

Given what you have discovered about where you are and where you want to be, design a plan of attack to address your future by identifying the Next Level Capabilities needed to become a high-performing organization. In this section, be as specific as possible when designing your Action Plan.

Next Level Capabilities (What we NEED to do):



Action Plan (How we're going to get there):



**Part VII.
Driving Growth**

The process is nearly complete! In this section, list 5-10 things that when you do them/organization does them you'll know you are being successful at trending toward high-performance. Understand what PROPELS you, and what COMPELS you. Prioritize your growth by doing the very things that make you successful.

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

My Ultimate Vision for Success is...

**Part VIII.
The Wrap-Up Tool**

Top 5 Breakthroughs or Insights

- 1.
- 2.
- 3.
- 4.
- 5.

Top 3 Items to Put Breakthroughs or Insights Into Motion

- 1.
- 2.
- 3.

Two Connections I Made Today

- 1.
- 2.

What words can help you get back to your current state?

What pain will I feel/experience if I don't take this action and make this commitment?

Ideas Worth Doing

Idea Worth Doing	1st Step	Start Date	Value it Will Bring	Who Can Help?

NOTES:

NOTES	Breakthroughs, Action Items

NOTES:

NOTES	Breakthroughs, Action Items

NOTES:

NOTES	Breakthroughs, Action Items