

### SPEAR™ Strategic Process

- SPEAR™ is a strategic improvement process for effective goal setting and achievement
- SPEARity™ the state of strategic continuous improvement

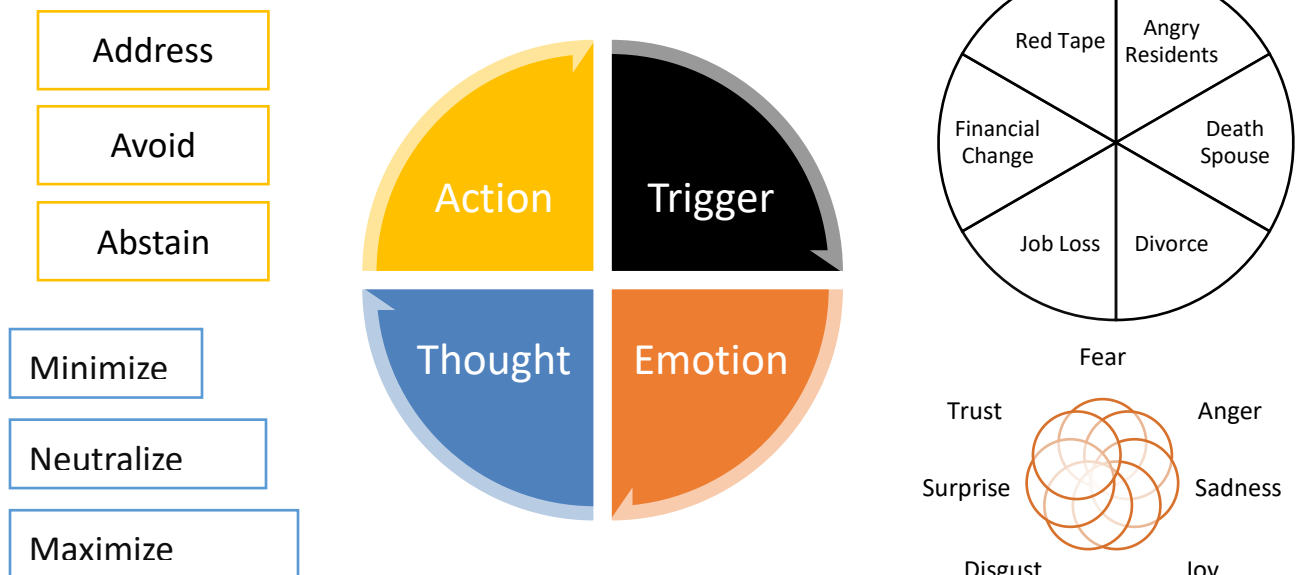
SMART GOAL	PLAN	EXECUTE	ANALYZE	REALIGN
<ul style="list-style-type: none"> <li>• Objective goal</li> <li>• Goal clarity</li> </ul>	<ul style="list-style-type: none"> <li>• Steps &amp; resources</li> <li>• Segmenting</li> </ul>	<ul style="list-style-type: none"> <li>• Follow PLAN tasks</li> <li>• Focus</li> </ul>	<ul style="list-style-type: none"> <li>• Success &amp; Failure</li> <li>• Objectivity</li> </ul>	<ul style="list-style-type: none"> <li>• Adjust PLAN tasks</li> <li>• Adaptability</li> </ul>

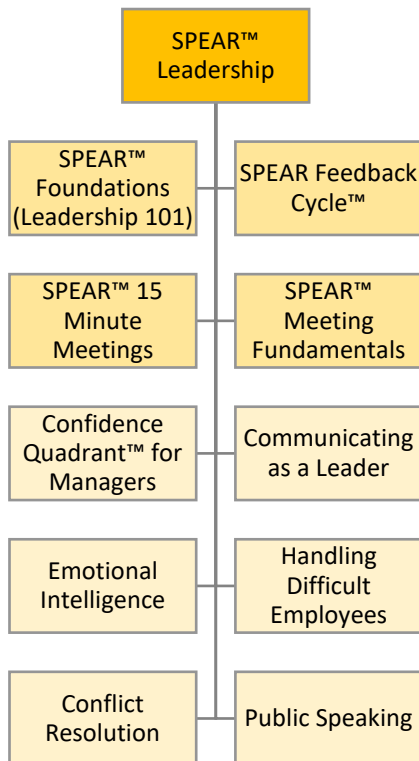
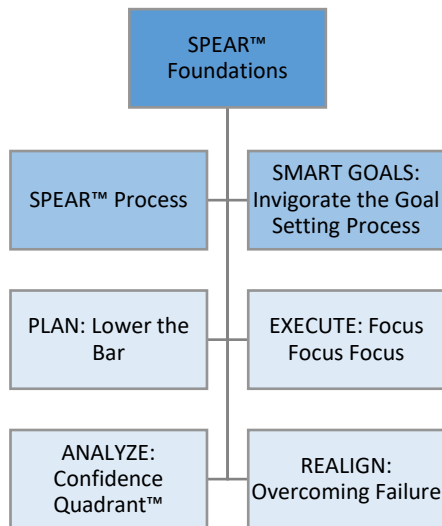
### REALIGN

Realign is all about adjusting the plan to reach the goal.

	Address	Avoid	Abstain
Maximize	Kill or be killed!	Leave and live or stay and die!	Please don't destroy me!
Neutralize	The threat is real. Stop it!	Leave now, lose battle, win war!	Stand pat! This battle won't decide the war!
Minimize	Destroy the little guy!	Not worth the battle, I'm out!	No big deal, so I'll stay!

### Realignment Cycle™





**SPEAR™ Foundations**

**SPEAR™ Strategic Improvement Process.** Develop an organization where everyone operates strategically.

The SPEAR™ Strategic Improvement Process takes goal achievement and breaks into micro segments. In doing so, implementers continuously improve the process of achieving the goal while developing skills to achieve the objective.

- Participants in this training will learn the following:
- Learn the key components of the SPEAR™ process (SMART Goals, Plan, Execute, Analyze, Realign)
  - Learn the purpose of the SPEAR™ process to achieve results
  - Learn the skills developed by implementing the SPEAR™ process
  - Learn how to apply the SPEAR™ process to achieve success

**SMART GOALS: Invigorate the Goal Setting Process.** Learn a different way to write objective goals that anyone can understand and achieve.

**PLAN: Lower the Bar.** Planning is the biggest deficiency plaguing most organizations. Learn how to segment your goals into small achievable results.

**EXECUTE: Focus Focus Focus.** Learn the techniques high performers use to achieve amazing results by focusing on the important tasks.

**ANALYZE: The Confidence Quadrant™.** Understanding how to improve performance by examining attitudes toward success and failure.

**REALIGN: Overcoming Failure.** Understanding why change is so hard and how to break the emotional ties that keep us stuck repeating behaviors.

**SPEAR™ Leadership**

**SPEAR Feedback Cycle™.** The SPEAR Feedback Cycle™ breaks the SPEAR into manageable intervals to maximize efficiency and results.

**SPEAR™ 15 Minute Meetings.** The purpose of this technique is to get the meeting completed as efficiently as possible.

**Confidence Quadrant™ for Managers.** Understanding how to lead based on success and failure attitudes.

**Communicating as a Leader.** Understanding how great leaders communicate to inspire their followers.

**Emotional Intelligence.** Understand how emotional intelligence can be leveraged to influence individual behavior and the behavior of others.

**Handling Difficult Employees.** Learn strategies to lead and develop difficult employees.

**Conflict Resolution.** Conflicts is coming. As leaders, the conflict was probably there before you arrived. Learn strategies to solve and more

**SPEARity™ App.** The online SPEARity™ App helps automate the SPEAR™ process with anywhere anytime access to your goals.