

What Do LPR Clients Learn?

The skills

The practices

The ways of being to:

● 1. GET CLEAR

- Dispose of recurring, emotionally-draining preoccupations thwarting you from getting on with your future
- Reveal the hidden context, the unspoken rules of the system. See clearly what is blocking effective action
- Dissolve the power of the past: break free of unexamined assumptions, unchallenged interpretations, preconceived notions
- Overcome the fear of failure. Accept that such fear costs more than failure itself.

● 2. VISUALIZE MARKET-ALTERING BREAKTHROUGH FUTURES

- Invent the best futures (because they are worth doing, not because they are easily done)
- Lay-out the contexts that generate actions for those futures: Master Game, Strategic Intent, and Values
- Build paths back from the future to the present, with strategic milestones
- Realize intentions through bold promises that are measurable and time-bound, not just visions or goals
- Reinvent yourselves, changing not just what you do, but who you are – becoming the futures you are committed to creating so as to draw, not push, your organizations forward.

● 3. PUT IN PLACE SUPPORTING CULTURES & ARCHITECTURES

- Transform underlying cultures to cultures of accomplishment: where people mean what they say
- Put values rapidly into widespread action
- Become models of accountability, accepting yourselves – not circumstances, nor the government, nor the market – as determining your organizations' success
- Dismantle obsolete architectures – rebuilding structures, protocols, policies, processes that support action.

● 4. IGNITE VIGOROUS, FOCUSED, BREAKTHROUGH ACTION

- Declare intentions so powerful and magnetic they align whole organizations, and ignite the enthusiasms of all stakeholders (internal/external)
- Get absolutely everyone off the sidelines, out of the organizational comfort zone and into the game, playing so full-out they become unstoppable
- Use breakthrough teams to make dramatic leaps forward from "leverage points" throughout their organizations
- Get real "no-kidding" commitments from people who, when things seem impossible, persist with inventiveness and energy – never making excuses, blaming circumstances or finger-pointing
- Take pride in delivering on your promises even when clearly over-committed and under-resourced.

● 5. LEAD THROUGH “NETWORKS OF CONVERSATIONS”

- Guide the organization to concerted action
- Relate to people based on their stated commitments, not on personal assessments
- Converse in the language of action: explicitness, commitment, possibility and breakthrough
- Hold conversations where the intended outcomes are crystal clear. Recognize and end conversations not in a language of action (back-sliding, evasion, diversion, justification, complaining)
- Excel at distinguishing facts from interpretations, hopes and wishful thinking. Listen generously – assuring the "internal dialogs" in your head do not obstruct communications.

● 6. MASTER THE ROLLER COASTER OF REINVENTION

- Generate resiliance by seeing set-backs as new bases for momentum
- Relate to people based on their stated commitments, not on personal assessments
- Resolve issues through neither acrimony nor consensus, but by inquiry into what is missing
- Work through the gloom and doom of low points
- Set the bar high and keep it there
- BRING NEW FUTURES INTO EXISTENCE.