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# **COURSE OVERVIEWS**



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**DEVELOP LEADERS  
WHO DELIVER  
RESULTS.**



Promote the best performer. That's the move in almost every organization. Salespeople become sales managers, engineers lead engineering teams, high performers inherit supervisory responsibilities.

The logic seems sound. These people delivered results. But individual excellence differs from leadership effectiveness. Your new managers mastered doing the work; now they must help others do it. Leading means making the entire team successful, not just succeeding alone.

### The real issue?

60% of new managers fail within their first 24 months. They inherit teams, budgets, and deliverables with no formal training in leadership. These capable people become **accidental leaders**, promoted into roles requiring untaught skills. They need help. But when they seek it, they discover a troubling reality. Leadership training isn't focused on results.

## LeaderOS™

You wouldn't expect your best salesperson to automatically know how to coach a sales team. Doing the work and leading the people who do it are two different skills.

Yet most organizations promote people into leadership with nothing but good intentions and past performance in a non-leadership role.

[LeaderOS](#) changes that.

[LeaderOS](#) gives leaders a repeatable system for creating clarity, building alignment, and generating movement. It equips managers with a complete operating system for delivering results, delivered in whatever format fits your organization, such as a virtual cohort, an in-person workshop, or a keynote.



## Phase 01: Create Clarity

**Identify Team Key Results** – Managers sometimes prioritize everything, which means nothing gets focused attention.

A Team Key Result is repeatable, purposeful, and measurable, reinforced in every meeting and every decision. Your leaders learn to define fewer, more important outcomes and reinforce them constantly, turning scattered effort into precise, united action.

## Phase 02: Build Alignment

**Guide The Alignment Process** – Leaders often confuse one-way updates with earning real commitment.

The Alignment Process is a deliberate sequence, make the case, surface honest signals, and engage every workflow, converting awareness into united involvement. Your leaders discover that alignment differs from awareness, and that real commitment has to be earned, not announced.

## Phase 03: Generate Movement

**High Leverage Activities** – Teams mistake motion for movement, and the work that feels productive crowds out the work that counts.

A High Leverage Activity passes two tests: it measurably moves a Team Key Result, and someone is actually waiting on it. Your leaders learn to find the few activities that pass, give each one a single owner, and protect them with a weekly check-in, turning a full calendar into real progress on the results that matter.

**Leadership isn't a personality you have or don't have. It's a system you install.**





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**HIT THE WALL.**  
**CHOOSE TO CLIMB.**



Say the word accountability in a room and half the people hear an accusation. It feels like a courtroom word. It shows up after the miss, looking for someone to charge, so everyone claims to have it and everyone is sure somebody else needs more of it. Underneath the word is a feeling nobody argues with, stuck, out of moves, certain the thing in front of you can't be moved. It's a capable person concluding the obstacle has settled the matter, then building the most articulate case in the room for why nothing can move. It feels like realism. That feeling has a name. It's powerlessness, and it starts spreading long before anyone notices they chose it.

### **The real issue?**

Leaders are solving for the wrong problem. Accountability was never about assigning blame after the fact. It's a choice, to show up powerfully in pursuit of the outcome you want, and to refuse to surrender when you hit a wall, whether that's a soft market, a stalled deal, or a budget that won't move. Managing the accusation isn't the same as making the choice.

## **PowerOS**

You wouldn't send a climber up a real wall with no training and no plan. You wouldn't expect them to know what to do the moment they get stuck.

Yet most organizations expect leaders to generate sustained results with nothing but willpower and external pressure.

**PowerOS** changes that.

**PowerOS** gives leaders a repeatable system for refusing to surrender when they hit a wall. It equips managers with a complete operating system for choosing power over surrender, one outcome at a time, delivered in whatever format fits your organization, such as a virtual cohort, an in-person workshop, or a keynote.



## Phase 01: Discover

**Refuse the Verdict** – Say something you're working toward is stuck. You explain why (the market, the budget), and every reason is real. Together, though, they add up to a verdict, nothing can be done. Discover teaches you to refuse it.

First you name what's in your way and admit it's real. Then, a different question, knowing all that, where could you still move? Last, you ask someone else what they see. Nobody sees the whole picture from where they stand.

## Phase 02: Decide

**Decide Out Loud** – Even though it might not be easy, you know what you should do. The next step is committing, and that's Decide. Most of us stall here because an intention feels like a decision. An intention costs nothing. A decision means saying yes to what it costs.

Ask yourself, is this outcome worth it, and what will you do differently this week that somebody would notice? Then describe your decisions and what they'll cost, to someone who'll hold you to them.

## Phase 03: Do

**Build the Evidence** – A decision changes you, but the outcome hasn't moved yet. Do is where it moves, one action at a time.

The plan is two wins, two habits, one coach. Wins are things you finish inside fourteen days, and finishing is the proof. Habits keep you moving in between. The coach is someone you ask for the truth, because the story you tell yourself about a missed day will sound true.

**Accountability isn't the assignment of blame. It's the refusal to surrender.**





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**CHANGE HAPPENS.**  
**ADAPT FASTER.**



In today's world, change isn't occasional; it's constant. And in the face of constant change, teams don't struggle because they're incapable of overcoming new challenges; they struggle because humans are wired to resist unpredictability. Markets shift overnight. Priorities change mid-quarter. Technology moves at exponential speeds. And when change hits your organization, your best leaders watch their teams stall as they adjust to a new reality. Productivity drops. Resistance increases. Recovery takes longer than anyone expects.

### The real issue?

Your leaders are missing the core problem when teams are forced to adapt to new realities. When change hits, leaders focus on process, timelines, and deliverables. But they miss a truth grief research keeps confirming. The human brain has to mourn what's lost before seeing what's next.

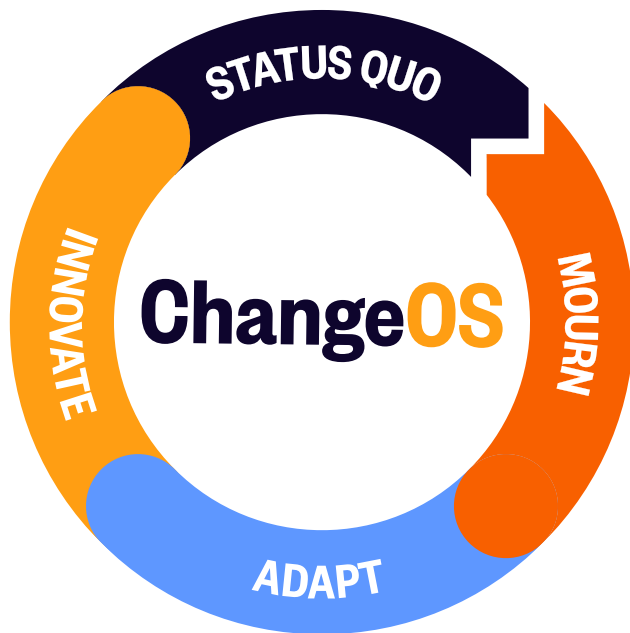
## ChangeOS

You wouldn't expect a team to process a major loss just because you moved on to the next slide. Grief doesn't follow a project timeline, and neither does the change that depends on it.

Yet most organizations send leaders into major change with nothing but optimism and a project plan.

**ChangeOS** changes that.

**ChangeOS** gives leaders a repeatable system for moving teams through change faster and using disruption as a catalyst for innovation. It equips managers with a complete operating system for leading teams through major or minor disruptions, delivered in whatever format fits your organization, such as a virtual cohort, an in-person workshop, or a keynote.



## Phase 01: Mourn

**Validate The Loss** – Before teams can move forward, they need to acknowledge what they've lost.

Change always involves loss, and people need to mourn before they can move forward. Mourning isn't weakness. Your leaders learn that validating loss is about taking time to navigate those emotions now, so they don't derail the productivity you need later.

## Phase 02: Adapt

**Shift From Fear To Facts** – Fear makes people freeze. Information makes people think.

The antidote to fear-based reactions is information-based responses. Your leaders' job isn't to eliminate that fear. It's to equip their teams with the facts that matter, replacing anxiety and speculation with clarity and direction.

## Phase 03: Innovate

**Move The Finish Line** – Most organizations stop after adaptation. They're just working hard to get back to "normal."

Instead of aiming to get back to where you were, move the finish line to a new, more ambitious target. Your leaders learn to use disruption as a springboard. This isn't about getting back. It's about going further than you could have before.

**The job of a leader isn't to eliminate disruption; it's to lead through it.**





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**EMPOWER  
DECISIONS.  
BUILD TRUST.**



In today's organizations, teams face a decision-making problem. Every choice starts from scratch. Meetings drag for weeks. No one is sure who's actually making the call. When your team hits this pattern, the same decisions get revisited again and again. 72% of leaders say data volume has stopped them from deciding. 95% must revisit a decision at least once because the process was unclear the first time.

### The real issue?

Leaders think decision-making is a talent. So they hire for it, promote for it, and hope for the best. But research reveals a different truth. Decision-making isn't a talent. It's a system. Without one, even skilled leaders burn energy figuring out how to decide instead of actually deciding.

## DecideOS™

You wouldn't run a meeting with no agenda and expect a clear decision to come out of it. Most organizations run their entire decision-making process the same way, no agenda, no owner, no system.

Yet most organizations expect leaders to make high-stakes calls with nothing but gut instinct and good intentions.

**DecideOS** changes that.

**DecideOS** gives leaders a repeatable system for making faster decisions with more buy-in and far less chaos, so mental energy goes toward outcomes instead of process. It equips managers with a complete operating system for standardizing how their teams move from framing a decision to fully owning it, delivered in whatever format fits your organization, such as a virtual cohort, an in-person workshop, or a keynote.



## Phase 01: Define

**Frame the Decision** – When a team doesn't know what's being decided or who's deciding it, every meeting wastes time and energy.

Clear decisions require clear boundaries, what's being decided, who decides, and how input will be gathered. Your leaders learn to name the exact choice on the table, not just the topic, then assign one person the final call.

## Phase 02: Discuss

**Facilitating Discovery** – Teams often decide with incomplete information because contributors stay silent about their real concerns.

Before deciding, real discovery means creating space for open dialogue and treating disagreement as data. Your leaders discover that inviting input before sharing their own view is what lets the truth surface, so the door stays open to being wrong.

## Phase 03: Decide

**Progress Over Perfection** – Most teams chase the perfect decision, gathering more data until the window to act quietly closes.

A "good enough" decision today beats a perfect one that arrives too late; you'll never have complete information, and waiting for it costs more than acting without it. Your leaders learn to decide once they have enough, announce the call clearly, and explain the reasoning behind it.

## Phase 04: Own

**Own It Like You Made It** – After a decision is made, execution often breaks down. Team members quietly distance themselves from choices they didn't make.

Treat every team decision as if you personally made it, regardless of your agreement or involvement. Your leaders learn that ownership doesn't come from agreeing with every decision. It comes from bringing complete energy to execution instead of half-hearted compliance.

**When you decide faster, you grow faster.**

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# **LEARNING WITH LONE ROCK**



# In-Person Delivery

**3 formats. Bring the operating systems to your leaders, in person.**



## **KEYNOTE (1-2 HOURS)**

A Lone Rock founder or senior faculty member introduces the operating system and the problem it solves in one high-energy session. Add the book, a Participant Guide, and follow-up videos so leaders can revisit the material and keep applying it once they're back on the job.



## **HALF-DAY WORKSHOP (3-4 HOURS)**

The workshop walks leaders through every phase of the operating system, with enough time to start applying it to their own team. It fits into an existing leadership forum or its own team session, delivered by Lone Rock or a certified facilitator, and can include the book, a Participant Guide, and follow-up resources.



## **FULL-DAY WORKSHOP (5-8 HOURS)**

This workshop goes deepest into every phase of the operating system, with structured exercises so leaders leave having already applied it to their own team. Lone Rock or a certified facilitator delivers it, and it can include the book, a Participant Guide, and follow-up resources.



# Virtual Sessions

**3 formats. Bring the operating systems to your leaders, virtually.**



## **VIRTUAL KEYNOTE (1 HOUR)**

A Lone Rock founder or senior faculty member covers the operating system and the problem it solves in one virtual session. Add the book, a Participant Guide, and follow-up videos so leaders can revisit the material and keep applying it once they're back on the job.



## **TWO VIRTUAL SESSIONS (2-3 HOURS EACH, SPACED 1-4 WEEKS APART)**

Two sessions together cover the entire operating system, led by Lone Rock or a certified facilitator. The first covers the concepts leaders need to get started, and after 1 to 4 weeks of putting them into practice, the second covers how to apply the system fully, and it can include the book, a Participant Guide, and follow-up resources.



## **VIRTUAL WORKSHOP (2-3 HOURS)**

The workshop walks leaders through every phase of the operating system, with time to start applying it. Led by Lone Rock or a certified facilitator, it fits into an existing leadership forum or stands on its own, and it can include the book, a Participant Guide, and follow-up resources.



# The 30-Day Cohort Learning Journey

**30 days. Transformation your leaders can use immediately.**



## WEEKLY LIVE SESSIONS

Expert facilitators guide your leaders through each phase of the operating system with real-time coaching, engaging videos, breakout discussions, and class interaction. Interactive learning with practical application, not lectures.



## PARTICIPANT GUIDE

Your leaders build their personal leadership plans throughout the program. Structured exercises apply the framework to their specific teams and current challenges.



## LEARNING PORTAL ACCESS

On-demand lessons, downloadable tools, and skill-building content your leaders can access anytime. Mobile-ready for learning between meetings.



## HUDDLES FOR PEER LEARNING

Leaders engage in small-group huddles to discuss insights, share experiences, and reinforce learning by teaching the content to peers. Guided by structured huddle agendas, these sessions apply that week's learning to real, current situations on the leader's own team.



# Ways to Get Started

**4 ways in. Pick the path that fits where you are.**



## START WITH A PILOT

Choose one team or a small group of leaders to start with. A focused pilot builds momentum fast, generating early wins that make the case for rolling out further.



## GET CERTIFIED

Certify your own people to teach and lead these programs in-house. Instead of sending leaders to outside training year after year, your team becomes equipped to run the courses themselves as certified experts.



## LEADERSHIP FORUMS

Most organizations already bring leaders together in some form, virtual or in person. If you have a session coming up, it's a perfect place to start, getting the content in front of people and building momentum toward a full course roll out.



## EXISTING PROGRAMS

License the content and embed it into a program you already run, whether that's a single operating system or all four. Let us know what you have in place, and we'll collaborate to make it fit.

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# **ABOUT LONE ROCK**

# The Company We Keep

These leading organizations trust Lone Rock Leadership to develop their leaders.



## Who We Are

Lone Rock Leadership helps organizations develop leaders who deliver results, fast.

Our training programs, Lead In 30™, Adapt In 30™, Power In 30™, and Decide In 30™ are built on practical operating systems that simplify leadership and drive measurable business outcomes. Each course combines live virtual training, on-demand video, and peer huddles to fit seamlessly into any leader's schedule.

From creating clarity, alignment, and movement with LeaderOS™, adapting to disruption with ChangeOS™, owning outcomes with PowerOS™, or accelerating execution with DecideOS™, our programs help managers at any level lead with confidence and impact.

Trusted by companies like Amazon, Cigna, Chick-fil-A, Lockheed Martin, and Johnson & Johnson, Lone Rock transforms managers into leaders who consistently deliver results.



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