

BUILDING AN LMA CULTURE

The Integrator's Most Important Responsibility

What is the biggest accountability challenge in your organization today?

ACTION #1: Model LMA® on the Leadership Team

Key Takeaways:

How effectively does your Leadership Team model LMA?

1 2 3 4 5 6 7 8 9 10

One improvement we need to make:

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ACTION #2: Teach LMA Beyond the Leadership Team

Key Takeaways:

Who needs LMA training most?

- ☐ Department Leaders
- ☐ Managers

- ☐ Supervisors
- ☐ Everyone

First step:

ACTION #3: Build LMA Into Quarterly Conversations

Key Takeaways:

Current Reality:

How often are Leadership and Management Practices discussed in Quarterly Conversations?

- ☐ Never
- ☐ Sometimes

- ☐ Often
- ☐ Consistently

Opportunity:

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ACTION #4: Coach Leaders Through an LMA Lens

Key Takeaways:

Which Leadership Practice needs the most coaching today?

- ☐ Clear Direction
- ☐ Necessary Tools
- ☐ Letting Go of the Vine
- ☐ Greater Good
- ☐ Clarity Break

ACTION #5: Use LMA as an IDS Diagnostic Tool

Key Takeaways:

Current Accountability Challenge:

Is this primarily:

- ☐ Leadership
- ☐ Management
- ☐ Accountability

Why?

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ACTION #6: Build LMA Into Performance Reviews

Key Takeaways:

Current Review Focus:

- ☐ Results Only
- ☐ Behaviors Only
- ☐ Behaviors + Results

Which Management Practice is weakest in your organization?

- ☐ Expectations
- ☐ Communication
- ☐ Meeting Pulse
- ☐ Quarterly Conversations
- ☐ Recognition

Opportunity:

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ACTION #7: Build LMA Into Leadership Development

Key Takeaways:

Which Leadership Practice needs the most development today?

- ☐ Clear Direction
- ☐ Necessary Tools
- ☐ Letting Go of the Vine
- ☐ Greater Good
- ☐ Clarity Breaks

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ACTION #8: Recognize LMA Behaviors Publicly

Key Takeaways:

“The Integrator’s Recognition Formula”

- 1. Name the person**
- 2. Describe the behavior**
- 3. Connect it to L, M, or A**
- 4. Explain the impact.**

What behaviors do you currently celebrate?

What behaviors should you celebrate more often?

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ACTION #9: Create Common Leadership Language

Key Takeaways

What LMA phrase do you want leaders using more often?

ACTION #10: Make LMA Part of the Culture

Key Takeaways

Where should LMA appear more consistently (Check One)

- ☐ Leadership Meetings
- ☐ Quarterly Conversations
- ☐ Performance Reviews
- ☐ Coaching
- ☐ Recognition
- ☐ Leadership Development

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THE INTEGRATOR'S REFLECTION

Which of the 10 Actions would create the greatest impact in your organization?

Action # _____

Why?

30-Day Commitment

What ONE action will you commit to implementing within the next 30 days?

Action:

What is your first step?

Who needs to be involved?

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Final Thought:

The goal isn't for everyone to understand LMA.

The goal is for everyone to experience LMA.

Leadership creates intention.

Management creates execution.

Accountability follows.