



The Impact of
Leadership.

Founder | Principal

Steve Schloss



*The Impact of
Leadership.*

Helping Leaders Make A Positive And Sustained **Impact**

Executive and team coaching
Executive and team advising
Executive and board off-site design and facilitation



LEADING THROUGH TRANSFORMATION AND UNCERTAINTY AT THE USGA

- The Opportunity
- The Process
- The DEI Challenge
- Leading Through Uncertainty
- Leadership Lessons



2014-2022

Passion

Capability

*Intentional
Transformation*

WHO
Leadership

Transformation
Foundation

WHAT
Capability

HOW
Culture

WHERE
Workplace

Leadership and Values Framework

Agile

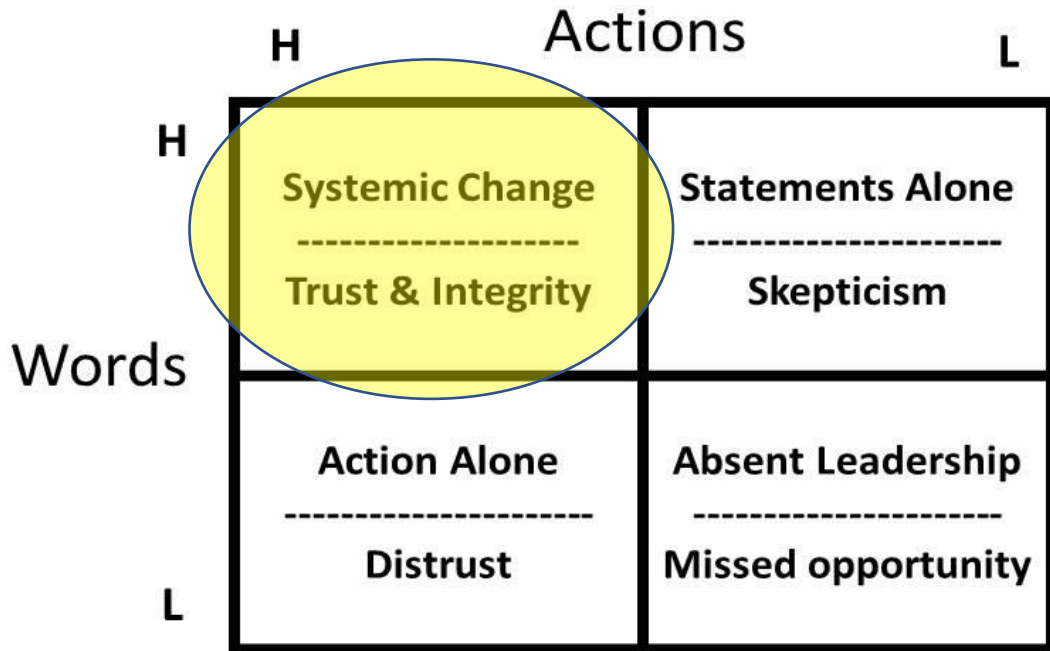
- Self
- Internal
- Tactical
- Incremental

Resilient

- Others
- External
- Strategic
- Disruptive



Say-Do Gap

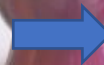


June 4, 2020 - FROM WORDS TO ***ACTION***



- Board diversity and inclusion
- Rules volunteer pipeline and experience
- Championship entrant pipeline and experience
- Connecting championship and community

ACTION: Systems Change Priorities





RESPOND

- Workstream vs org chart
- Generalist \neq expertise
- Listening and empathy
- Trust thru transparency

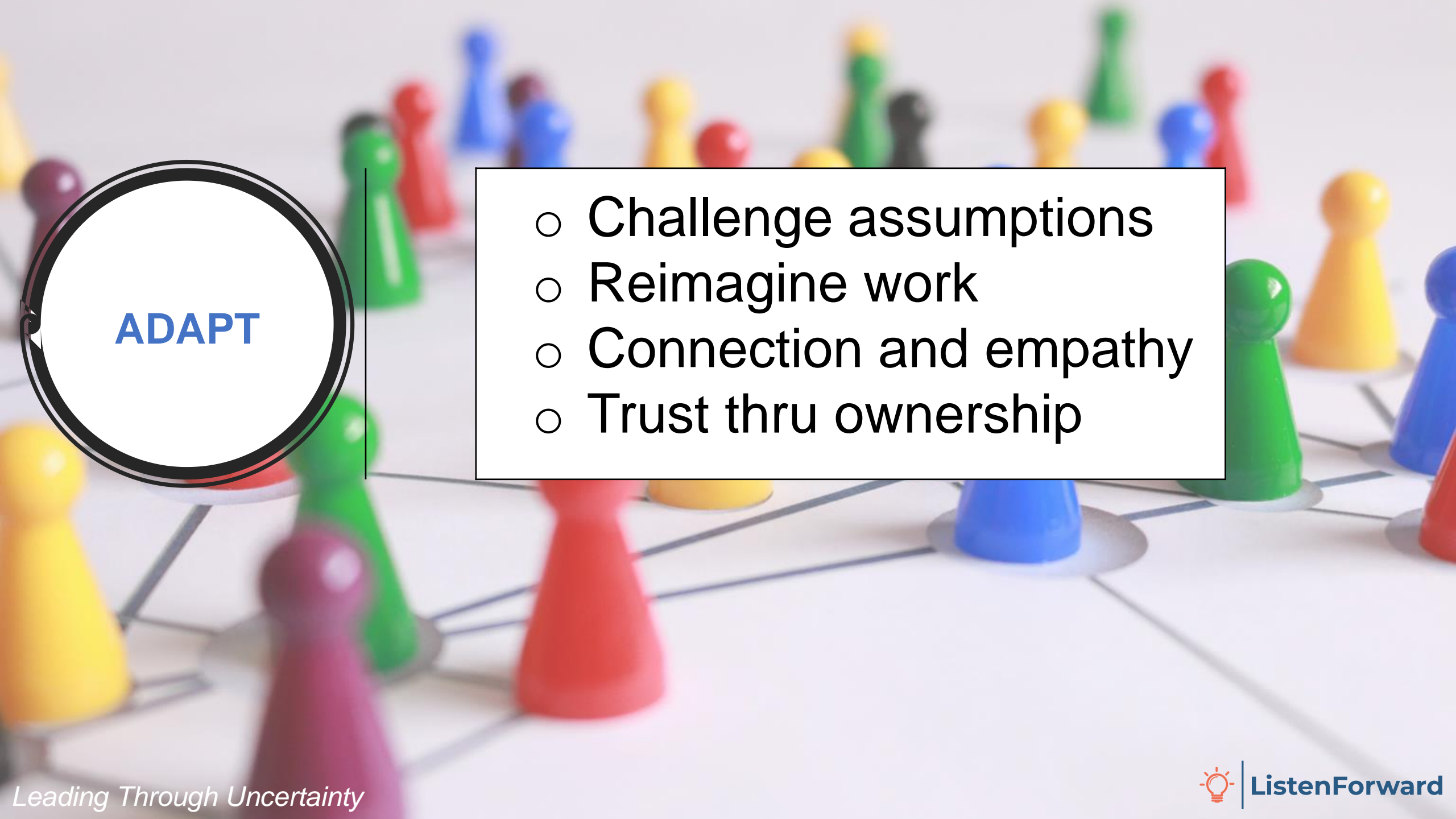


ENGAGE

- Speed + decisiveness
- Reprioritize: 7-30-90
- Outreach and empathy
- Trust thru candor + action



ADAPT

- 
- Challenge assumptions
 - Reimagine work
 - Connection and empathy
 - Trust thru ownership



Update Your Leadership Assumptions

- Think and operate outside-in
- Focus on culture and how work is done across the org
- Shared purpose + accountability + agency
- Improve employee experience to increase impact
- Cultivate leader and peer coaching skills
- Develop a generalist workplace
- Embrace uncertainty as opportunity, with discipline
- Show up and own up

"The greatest danger in times of turbulence is not the turbulence - it is to act with yesterday's logic." Peter Drucker

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steve@listenforwardllc.com

www.listenforwardllc.com

201-314-1014

 ListenForward