



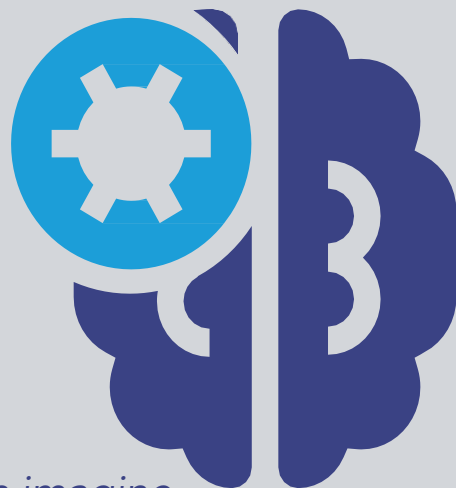
STEP 1: Creating Time for Change

STEP 1 ENTERPRISE - The Reset Moment for Leadership Teams in the AI Era

Why It Matters

Your leaders have done the work. They've experienced the power of GenAI in their own thinking. They've applied it across team and functional challenges. The CEO has set strategic intent. But **transformation doesn't scale until leadership aligns on how to lead—together.**

STEP 1 ENTERPRISE is the capstone to STEP 1 and the launchpad for STEP 2. It's a one-day, facilitated, in-person experience where functional leaders and the CEO rewire how the executive team operates replacing functional protectionism with enterprise-first leadership, ready to act at speed.



"AI knows the past. Leaders imagine the future. Together, we transform the present."

What Happens in the Room

This is not a retreat. It's a working day. Co-designed with the CEO and TIP, the session flows in five clear sections:

1. Reflect and Reconnect: Leaders revisit their STEP 1 insights: what shifted, what surprised, what held them back. Real dialogue, not reporting. Framed through the lens of leadership accountability.

2. Enterprise Dynamics Reset: Candid discussion of current team dynamics using Lencioni's framework (trust, conflict, commitment, accountability, results). Use GenAI to surface insights on leadership patterns, communication gaps, and hidden silos. Identify which **dysfunctions are AI-exposed** and require rethinking.

3. Define the New Rules of Leadership: Working groups define a **shared leadership manifesto**: What will change in how we lead together? What will we now reward, tolerate, or challenge? Translate this into 6–8 **Enterprise-First Leadership Principles**—codified, observable behaviours.

4. Connect to Strategy and STEP 2: Align on the shift from function-first to organisation-first thinking: Where do we need to work horizontally, not vertically? Where are the cross-functional dependencies that could derail pilots? Map critical leadership enablers for STEP 2 pilot success.

5. Commit and Operationalise

Agree on: A shared **enterprise rhythm** (cadence, rituals, roles), 3 “watchpoints” where leadership tension may return, Ownership model for sustaining STEP 1 outcomes in real time

What You'll Walk Away With

- An aligned, enterprise-first executive team
- A **leadership manifesto** that defines how this team shows up and leads transformation
- New norms and rhythms that replace siloed ways of working
- Prioritised dependencies and leadership commitments to enable STEP 2 pilots
- The confidence to lead, not react, in the age of GenAI

Why This Changes the Game

ENGAGED: Leaders only arrive here *after completing the earlier elements of STEP 1*

OWNED : the CEO and team co-create the principles—this isn't handed down

REAL: Grounded in the org's actual dynamics, not hypothetical maturity models

It sets up STEP 2 by aligning *behaviours and bandwidth*—not just ambition

GenAI redefines how thinking happens, leaders must redefine how decisions are made and how organisations lead across functions

