

Pozzo Performance Accelerators

1. Your organization's purpose needs to be clear and unambiguous.
2. Your organization's purpose should be at the center of everything you do.
3. Your organization's purpose needs to resonate with customers.
4. Employees should share a passion for your purpose.
5. Profit and purpose don't need to be at odds.
6. Disruptive innovation comes from a friction point that completely changes the way a product or service is delivered.
7. When a new business model/method of delivery has been established, innovation becomes incremental and focused on making things better.
8. Your culture needs to reward thoughtful experiments and idea generation in order to innovate.
9. Acquire the right skills and capabilities, and avoid critical hiring mistakes.
10. Drive the business with top talent—in the right place.
11. Balance people who have been in the organization with people new to the organization to accelerate ideas.
12. Create a direct line of sight for each person to the overarching goals
13. Bust through resistance and conflict.
14. Get rid of friction points that drive top performers from your business.
15. Give customers what they value.
16. Put the customer first; don't let the process drive bad decisions.
17. Create situations where your people and your customers can be your evangelists.
18. Define success, related targets, and KPIs.
19. Report against targets regularly.
20. Hold people accountable for achieving results.
21. Create multiple channels to share targets across the organization.
22. Goals should be ambitious, known to everyone, and the center of focus.
23. People need to see the path to achieving goals.
24. People need to understand the market and competition.
25. Celebrate success and remind people of progress.
26. Don't lose focus on your core business.
27. History repeats itself if you don't learn from it.
28. Incremental innovations need to bridge the gap between today and long-term strategies.
29. Beware of complacency and lack of external perspective.
30. Be clear about your personal values so you can lead effectively
31. To sustain a long career, you need to supercharge your energy and minimize stress
32. Resetting your perspective and having a healthy mindset is necessary to staying focused and making good decisions
33. Design your personal board of directors that sets you up to outperform in work and life.
34. Establish your personal goals.
35. Enroll the directors for your personal board.