COMPASS INSIGHTS™ 001 · FILM TRANSCRIPT

# Your Vision & An Organization Built To Deliver It

## Connecting Business Strategy to an Organization Designed to Deliver

Verbatim transcript of the narration (voice: Steve Kopecky, Strategy & Performance Architect, Compass Performance, Inc.).
Running time 2:02. Instrumental music plays quietly under the narration. On-screen text repeats the key words of each passage.

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### Growth changes the work

0:02 Growth changes the work.

0:04 The strategy that brought your organization here may still be right. But the organization built to deliver it may need to change.

### When the design falls behind

0:12 Scaling, entering a new market, or delivering an investment thesis changes the decisions, the capabilities and the processes. Decisions slow. Functional priorities compete. Resources scatter. The issue is alignment, between strategic intent and execution.

### Five questions

0:32 Five questions bring it into focus. Where are we going? Where should we compete? How should the work be organized? Who owns the outcomes? And how will we know we're succeeding?

### Compass Architecture

0:42 Compass Architecture gives every answer a place. FOUNDATION: trust, values and leadership alignment. SIMPLIFY: remove complexity and focus on value. LEAD: decision rights, cascading goals and a disciplined cadence. GROW: the capabilities and operating systems that sustain growth.

1:06 Two disciplines run through every dimension. Change & Transformation carries the people side: sponsorship, communication, readiness and adoption. Program & Project Management carries the delivery: scope, dependencies, resources and governance.

1:22 And across all four, ARC: Analyze, Refine, Commit.

## Front-to-Back 80/20

1:27 Front-to-Back 80/20 connects your external choices, in markets, customers and products, with how the work and the resources are designed inside.

## Your vision

1:36 You own the vision. Compass provides the architecture and the advisory partnership. Your organization delivers the results.

1:45 So ask yourself. Is your organization designed to deliver the strategy you're pursuing today, or the strategy that brought you here?

1:54 Your vision. And an organization built to deliver it.

[1:53] On screen: Compass Performance, Inc. logo. Your Vision & An Organization Built To Deliver It. Explore Your Leadership Challenge. compassperformanceinc.com/insights/001

> **Watch the film and choose your leadership perspective**
> compassperformanceinc.com/insights/001