Sustainable Dairy Excellence with CEO Leadership

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The ability to keep something going
- Do it repeatedly
- Adapt to circumstances

Excellence is more than just results, it is a way of being
- Expectation
- Values

Sustainable Excellence
Can we name a few examples?
CEO Leadership Model
The Characteristics

- Relationship
- Value
- Integrity

TRUST
PERFORMANCE
ALIGNMENT

CEO ENGAGEMENT

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Good business leaders create a vision, articulate the vision, passionately own the vision, and relentlessly drive it to completion.

- Jack Welch (former GE CEO)
WHAT We Value... IS Our Value

- FOCUS
- PEOPLE
- PLANNING
- SAFETY
- TEAMWORK
- Others?
At GPS Dairy Consulting, LLC we believe that it is the knowledge, talent and energy of our people that define GPS Dairy Consulting and we conduct our business with the highest level of integrity.
Leading For Action

Values:

Vision:

Deliverables or Long Term Goals:

Strategies:

Short Term Goals & Tasks:

Our Actions In The Future

Timeless → 10 years → 5 years → 2-3 years → ½ - 2 years
Moving Beyond Wishes to Results
CEO Focus
The Actions

Building a strategy and plan that works and makes sense.

Building strong leaders and leadership.

Building the skills and practices of a CEO.

CEO INVOLVEMENT
- One thing we have in common...we are all going to the future
- Making sure the future shows up when and where you need it
- Involving stakeholders and resources to gain perspective

Creating a Vision
- Sharing the vision frequently and in a way that makes sense
- Creating a space for everyone to have a vision
- Speaking with clarity for how it's in everyone’s best interest to make it a reality

Sinek’s Golden Circle

Articulating a Vision
- There is a difference between owning and renting
- Taking things personal when results don’t happen and not blaming others
- Create passionate champions
CEO Vision Ownership

- Assessing Needs and Readiness
- Building Shared Agreement
- Prioritizing and Applying Resources
- Measure and Facilitate Success
Driving and Implementing a Vision

- Building a team that is skilled AND motivated to perform
- Measuring progress and providing feedback
- Guiding the right focus at the right time through sound strategies
CEOs are really architects of the future. You make something exist from a vision.

Daniel Libeskind - Designer of new World Trade Center
In a strange way, architecture is really an unfinished thing because even though the building is finished it takes on a new life. It becomes part of a new dynamic: how people will occupy it, use it, and think about it.

– Daniel Libeskind
Nothing is complete until what needs to be done is finished
— UNKNOWN
## Prioritizer Matrix

### DECISIONS | FEED MGMT | CROPS | OPERATIONS | BUSINESS | PEOPLE
---|---|---|---|---|---
Short Term | • | • | • | • | •
Long Term | • | • | • | • | •

### Strategic Value | Total Potential
---|---
Readiness to Engage | Organization Competency

### TOP PRIORITIES
**Strategy** (from Greek στρατηγία stratēgia, "art of troop leader; office of general, command, generalship") is a high level plan to achieve one or more goals under conditions of uncertainty.

A strategy is a way of describing how you are going to get things done. It is less specific than an action plan (which tells the who-what-when).
My clients have sound strategies or plans. They may not be able to articulate them as such. Opportunity is to make this a practice.
- Self Motivation
- Positive Attitude
- Confidence
- Mental Toughness
- Team Player
- Starter AND Finisher

Relentless Leadership
Special Ops Qualities

- Self Motivation
- Positive Attitude
- Confidence
- Mental Toughness
- Team Player
- Starter AND Finisher
- Being a situational leader
- Student of the past, present, and future
- Constantly learning and adjusting

Adaptive Leadership
Are you looking back or looking ahead?