

# The *lexicon·lens* Advantage: **CLEAR** Model

C

## CONNECT THE DOTS

Align people, purpose and priorities.

### Behavior Skills

- Build shared vision
- Align goals with strategy
- Effective communication
- Build trust
- Stakeholder collaboration
- Strategic alignment
- Systems thinking
- Data-driven insight
- Translate vision to action

L

## LEAD WITH FOCUS

Choose fewer things and go deeper.

### Behavior Skills

- Hire great talent
- Expectations/ feedback
- Manage performance discussions
- Build motivational environments
- Team accountability
- Prioritization
- Decision-making discipline
- Goal setting & cascading
- Resource allocation
- Performance management

E

## EMPOWER LEARNING

Progress deepens with feedback and curiosity.

### Behavior Skills

- Leader coaching skills
- Develop others through coaching
- Empowering meetings
- EQ
- Difficult conversations
- Continuous improvement mindset
- Reflective thinking
- Feedback integration
- Experimentation and iteration
- Adaptive planning

A

## ADAPT QUICKLY

Learn fast, adjust fast and communicate openly. Momentum comes with flexibility.

### Behavior Skills

- Resiliency
- Lead remotely
- Leadership transition
- Productive conflict mgmt.
- Navigating change
- Change agility
- Scenario planning
- Rapid problem-solving
- Risk management / mitigation
- Communication constructively

R

## REINFORCE TRUST

Be transparent and consistent, even when it's messy. Trust is your currency.

### Behavior Skills

- Psychological safety
- Relationship management
- Team accountability
- Transparent decision-making
- Modeling consistency & integrity
- Consistent follow-through
- Ethical decision-making

# The *lexicon·lens* Advantage: **Process**

1

## DISCOVERY

- Listening session
- Stakeholder Interviews
- Focus Groups
- Strategic Asset Review (financial, operational, market)
- Process assessment
- Cultural and change readiness assessment

### DELIVERABLE

- Discovery report
- Stakeholder insights
- Preliminary risk assessment
- SWOT analysis



2

## STRATEGY

- Vision, mission, objectives
- Detailed strategic plan
- Risk mitigation and management plans
- Stakeholder alignment and buy-in for proposed strategy

### DELIVERABLE

- Strategic plan
- Change management activities
- Stakeholder management
- Training and development



3

## DESIGN & DEVELOPMENT

- Identify the target state
- Prototype / test
- Plan change and communications
- Plan capability & learning
- Work breakdown & schedule
- Resource & budget

### DELIVERABLE

- Stakeholder plan
- Communications plan
- Timeline



4

## IMPLEMENTATION

- Action plan execution
- Change management activities
- Training and development
- Ongoing communication with stakeholders

### DELIVERABLE

- Implementation roadmap
- Progress report
- Training materials
- Change management plan



5

## MEASUREMENT & IMPROVEMENT

- Mechanisms for continuous improvement and innovation
- Monitor long-term performance
- Measurement of processes within culture
- Regular reviews
- Foster accountability and transparency

### DELIVERABLE

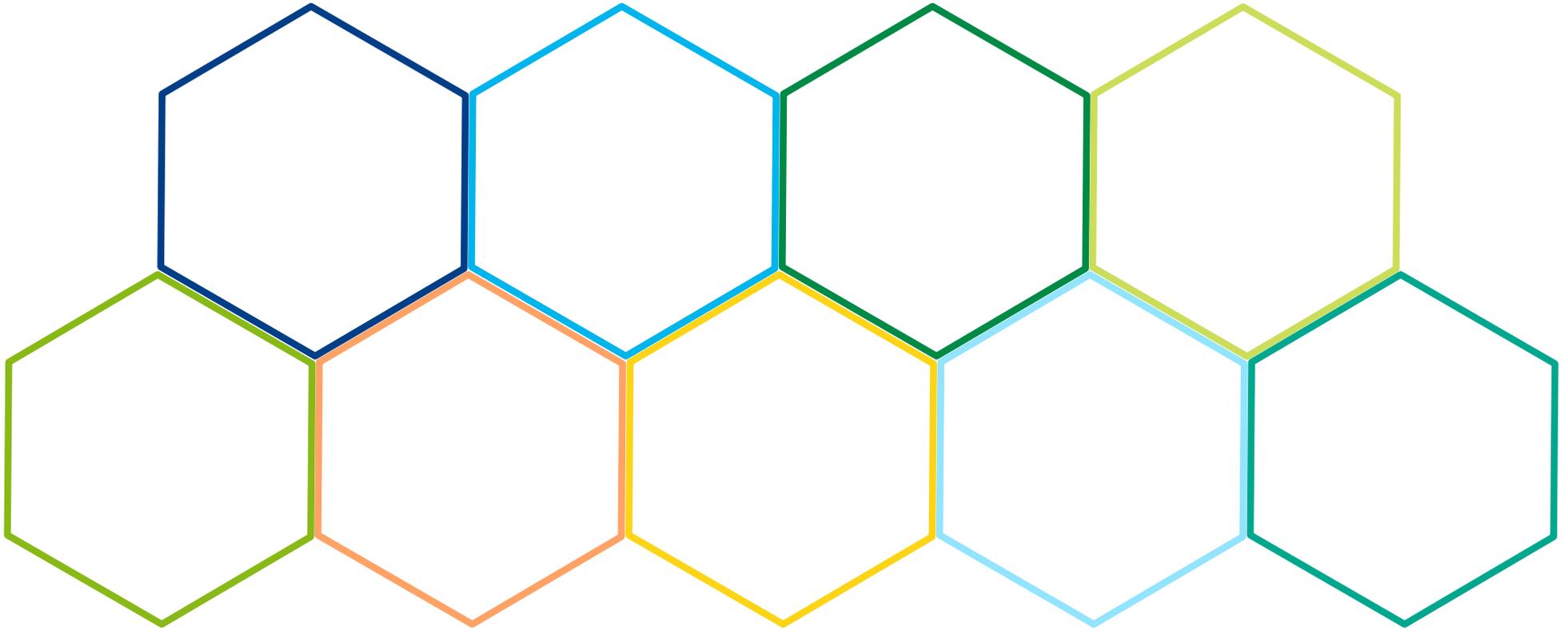
- Sustainability plan
- Performance dashboard
- Executive briefing on continuous improvement



# The **lexicon·lens** Advantage: **Strategic Plan**



# The **lexicon**·*lens* Advantage. **Strategic Plan**



## How can we help?

Send a note and we'll find a time to chat.

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## Join a Private Conversation

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## Let's Connect

on LinkedIn to continue the conversation.

