

Workbook

How to be an Exceptional Operator Leader



This is the workbook for the Predictable Success Course *How to Be an Exceptional Operator Leader*. Complete the following to develop a deeper understanding of how your style preferences influence your leadership.

Objectives

- 1) Understand what it means to be an Operator
 - a. Strengths and Assets
 - b. Challenges

- 2) Identify areas to apply the Exceptional Operator Leader’s Toolkit in your role
 - a. The Enterprise Commitment
 - b. Being There
 - c. Focussed Contributions
 - d. Disciplined Execution
 - e. Respect for Process

My ODL Score:

STYLE	SCORE	LEVEL	DOMINANT
<i>Example</i>	360	<i>Primary</i>	<i>No</i>
Operator			

Activity I: Identifying Your Strengths and Assets

- 1) Place a checkmark beside the Operator qualities you relate to.

Action-oriented	Focused on completion	Short-term thinker
Thrive when busy	Pragmatic	Innovative
Autonomous	Literal-minded	Realist
Detail-oriented	High capacity	Strong at prioritizing
Good at triaging	Low risk tolerance	

- 2) Review your checked boxes. Then, reflect on whether you’re fully expressing each strength in your current role.



List your checked strengths and assets here and reflect:

- Review your unchecked boxes. Then, reflect on why you're not expressing each strength in your current role. Consider whether you simply do not embody them, or your role is not conducive to expressing them.

List your checked strengths and assets here and reflect:

Activity II: Identifying Your Challenges

- Place a checkmark beside the Operator qualities you relate to (or have been made aware of by others).

Impatient	Defy leadership	Conflict-inclined
Hyperextended	Inconsiderate of rules	Overcommit
Bottleneck	Prefer shortcuts	Inconsistent in workflow
Over-simplify tasks	Lack structure in process	Lack of physical presence
Fail to see the big picture	Mentally absent	

- Review your checked boxes and match Toolkit strategies to each challenge.

CHALLENGES	MATCHING TOOLKIT STRATEGY	ADDITIONAL TOOLKIT STRATEGY
<i>Example: Fail to see the big picture.</i>	<i>The Enterprise Commitment</i>	<i>Being There</i>



3) Review your selected Toolkit strategies. Are you missing any?

*If yes, identify which are missing. Reflect on why that might be.
If no, reflect on how you can best adhere to each strategy.*

Notes:



Meet Your Course Leader, **Les McKeown**

Les McKeown is the Founder and CEO of Predictable Success.

Les first began to recognize recurring growth patterns early in his career as a serial entrepreneur. In addition to being involved in the launch of more than 40 companies before he was 35, he was at the same time a founding elder in a fast-growing church, while serving on the board of a number of charities and not-for-profits.

Les used the experience he gained during that time to co-found one of the first business incubators in the world, which he and his then business partner developed over a decade into a multi-national consulting company that advised on the creation and growth of hundreds of organizations worldwide.

Struck by the similarity of issues faced by all successful new ventures, Les began to codify his understanding of the repeating patterns of growth, publishing his Wall Street Journal and USA Today bestseller *"Predictable Success: Getting Your Organization On the Growth Track - and Keeping It There"* in 2010, followed in 2012 by *"The Synergist: How to Lead Your Team to Predictable Success"*.

Les is a trusted advisor to fast-growth SMEs and thriving not-for-profits as well as Fortune 500 companies and a number of the largest government agencies in the world.



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