



# Achieve Success with LeaderOS

Pretty much every leader we've ever come into contact with is an amalgamation of their previous managers. They identify things they like in a leader and focus on developing those traits. The same is true on the flip side with things they did not like. When you ask a manager what makes a leader, they'll likely spout off a list based on their experience. These things typically include trustworthiness, honesty, the ability to deliver results, approachability, etc. While these traits are important, they're typically not written out

or listed in any particular order of importance. This juggling act of traits and qualities leaders try to embrace or drive away makes it difficult to succeed as a leader. Even the most well-intentioned people can find themselves confused or lost in the leader they are trying to become. We saw this happening with CEOs of massive organizations and managers of start-ups. This is where Leader OS comes in – a simple yet powerful system to help leaders like you excel in their roles.

## What Is It?

LeaderOS is a simplified, scalable framework that helps leaders prioritize and embody the core competencies necessary for effective leadership. It provides a clear roadmap for leadership success, ensuring you stay focused on what truly matters. Essentially, LeaderOS helps streamline the approach to leadership. It helps leaders stay organized, focused, and effective in their roles.

## Why Was It Created?

Without an easy-to-remember system in place, leaders can be quickly overwhelmed by the long list of do's and don'ts for managers. We wanted to provide a more structured framework for successful management. We wanted something that was easy to memorize so it could always remain top of mind without becoming convoluted. In our frequent interactions with managers from a wide range of different companies, we began to see the need for something new.

LeaderOS is a recipe for success at every level.

# Three Competencies

LeaderOS is made up of three core competencies:



## Clarity

Identify your key metrics or objectives. Create a moniker that is easy to remember and keep it front of mind for yourself and everyone on your team. These need to be repeatable, purposeful, and measurable.

## Movement

Understand that while your brain has natural biases, overcoming them is part of the path to real success. Help your team (and yourself!) find ways to overcome bias and rewrite the social scripts undermining their TKRs.

The real change happens once you prioritize these competencies in your leadership style. No matter what your title is, what field you work in, or where you are in the world, Leader OS works.

## Alignment

Don't confuse awareness with alignment. Alignment is an all-encompassing understanding of how each task directly or indirectly impacts the organization's overall goals. Foster a culture of open communication and honesty with your employees. Alignment is a messy process that happens out loud – if you're the one doing most of the talking, you're not doing it right.

## Install It Into Your Workflow

Ready to become the 3rd Leader? Installing LeaderOS into your daily routine and interactions takes concentrated effort and continuous learning. Once you install these metrics, they become core to everything you do. You'll see the results faster than you might expect. For those who have been through our Lead In 30 program, you know this already. When everyone is working toward a common goal, understands their role and impact, and overcomes their biases, the real magic starts to happen.

## Made for Real Leaders

Take Susan, for example. When we met Susan, she had just been made CEO of one of the oldest hospitals in the Washington D.C. area. Her two main goals were to 1. improve patient satisfaction ratings and 2. find a way to improve their revenue problems. Shortly after her promotion, she learned the real truth – the hospital had horrible safety ratings. Falls and infections occurred at a much higher rate than industry norms. How could she possibly meet her goals when patients weren't safe?

The first thing she did was create **clarity** on what the most important goal in the organization was, improving safety. Second, she talked to everyone she could in every role, from management to medical and janitorial staff. Susan created **alignment** on what it would take to improve these problems. She didn't blame people for the problems the hospital was experiencing; she enlisted those with the knowledge to fix it. Lastly, she recognized that mindset can block movement. She worked to understand the perceptions contributing to the lack of patient safety. Then, she worked to change those perceptions to drive more effective choices across the hospital.

So what happened next? Patient safety improved exponentially. After a few months, patient satisfaction ratings skyrocketed. After a year, their financials were looking amazing; they'd turned a corner. Susan ended up getting promoted to the executive level of the hospital system and she'll tell you the core of her operating system is creating clarity, building alignment, and generating movement.

LeadeOS isn't a gimmick. It's a tried-and-true system built to drive results and help you become the best leader you can be. The 3rd Leader always wins. They have high retention rates, reach their goals, and get promoted. Embodying these three competencies into your workflow will lead you to greater success.





If you're ready for a new operating system or level up leadership at your organization, join the thousands of managers who are now living by LeaderOS due to their Lead In 30 experience. Contact Vantage today to find out more at 616-676-3330 or by email at [info@vantagegroupinc.com](mailto:info@vantagegroupinc.com)

VANTAGE®  
Equipping Leaders. Unlocking Outcomes.