

Key Takeaways

A Day in My Life: Real Talk Discussions

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Eight Table Takeaways

1. Mindset for Long-Term Success (Table: Mindset)

- *Key Points:*
 - Communicate early—especially when team mindset starts to slip
 - Prioritize innovation to stay competitive
 - Build sustainable systems like development plans and to-do lists
- *Quote to Remember:* “Conflict doesn’t age well.”

2. Leading with Discipline (Table: G. Sophie)

- *Key Points:*
 - Prioritize cross-department collaboration
 - Never compromise safety—keep it central to all decisions
 - Create consistency and trust through clear, defined communication

3. Culture of Collaboration (Table: Collaboration #1)

- *Key Points:*
 - Establish group charters to set shared expectations
 - Cross-functional job shadowing builds empathy and clarity
 - Shift from blame to solution-focused problem-solving

4. Execution & Accountability (Table: Endurance #1)

- *Key Points:*
 - Targeted communication—avoid assumptions
 - Visibility of KPIs across the plant
 - Lean culture: clean, positive, distraction-free execution

5. Leading with Intentionality (Table: Intentional Leadership)

- *Key Points:*
 - Leaders must model emotional control under pressure
 - Prioritize 2–3 key initiatives to avoid overwhelm
 - Set teams up for success with top-down communication

6. People in the Right Seats (Table: Endurance #2)

- *Key Points:*
 - Top-down buy-in drives aligned execution
 - Assign tasks based on strengths—right seats on the bus
 - Improve communication between sales and ops to reduce friction

7. Building Collaboration (Table: Collaboration #2)

- *Key Points:*
 - Ensure equal access to information
 - Gather insights from every level—press operators to estimators
 - Cross-training builds mutual respect and better project flow

8. Driving Performance with Discipline (Table: Discipline)

- *Key Points:*
 - Feedback loops and intentional communication are essential
 - Culture must be built on trust, purpose, and values
 - Alignment is everything—everyone rowing in the same direction

Deeper Insights

1. **Speed of Communication = Speed of Trust.**
Delay breeds confusion. Leaders who address issues early gain respect and maintain momentum.
2. **Cross-Training Isn't Just a Tactic—It's a Culture Move.**
Teaching people to “walk a mile” in another department’s shoes shifts blame to curiosity.

- 3. Don't Confuse Activity with Execution.**
Everyone's busy. What matters is focus, alignment, and clarity on what success looks like.
- 4. The Best Leaders Model Emotional Resilience.**
If you lose your cool under pressure, so will your team. Lead with emotional intelligence.
- 5. Create Systems That Catch You When You Slip.**
To-do lists, development plans, and KPI dashboards aren't just tools—they're lifelines in chaos.
- 6. Celebrate Problem Solvers, Not Problem Spotters.**
Accountability without blame creates a psychologically safe, high-performance culture.
- 7. Make Collaboration the Default, Not the Exception.**
Shared charters and visibility of roles create proactive alignment, not reactive cleanups.
- 8. Intentionality = Doing Less, Better.**
Pull out the two or three marbles that matter. Don't ask your team to juggle 15.

Actionable Next Steps for ROI

- 1. Review Your Leadership Priorities.**
Are you trying to do too much? Pick your 2–3 marbles (priorities/goals) for Q4 and commit.
- 2. Audit Your Cross-Department Communication.**
Ask: "Where are the biggest assumptions being made between teams?" Fix them with shared meetings or visibility.
- 3. Launch a Cross-Training Initiative.**
Have employees shadow or interview one person from another department by next month.
- 4. Update or Create a Group Charter.**
Especially for cross-functional teams—set rules of engagement and collaboration expectations.
- 5. Review Your KPIs—Are They Seen and Understood?**
Public dashboards, scoreboards, or simple printouts in shared spaces go a long way.

6. **Assess Your Meeting Cadence.**

Are your meetings happening too late in the process? Early alignment saves rework later.

7. **Ask Your Team: “What’s One Process That Slows You Down?”**

This can uncover quick wins and process fixes that improve daily execution.

8. **Book a Strategy Session.**

If you want help aligning your strategy, structure, staff, and skills for stronger execution, schedule a follow-up.