Leadership Operating System- Executive Summary

Date: October 2025

Objective

This summary shows how I run teams in practice: how work is organized, how priorities and roles are defined, and how feedback and data are used to guide decisions. The aim is to give a clear picture of my leadership style.

Context and mandate

Most teams I take over look similar. Work runs on personal habits, files are scattered, approvals are informal, and people are busy but not always aligned. My job is to give the team one simple way to work that everyone can follow.

I start by making priorities visible. Every week we agree on a short list of outcomes for the team and for each person. If needed, we use quick check ins to surface blockers and handoffs, but I avoid long meetings. Once a month we look at a small set of KPIs and decide what needs to change, instead of just reporting what happened.

Ownership is written down. I prefer a simple roster that says who owns which process, project, and decision, instead of heavy RACI charts. We keep one shared repository with clear naming, so a new person can find what they need without asking three people on chat.

Feedback and growth are part of the routine, not a yearly event. One to ones have an agenda, usually wins, priorities, blockers, and specific feedback in both directions. Development goals are written, tracked, and revisited, which makes promotions and scope changes more objective.

How I run teams day-to-day

Over a few months, firefighting goes down and predictability goes up. People know what they are responsible for, how to get help, and where decisions are recorded. Stakeholders get clearer updates because we talk in terms of objectives, KPIs, and decisions needed, not in ad hoc status.