

POWER 10 PROGRAM

Help your teams with change by giving them real work with a practical, team focused approach that opens up new conversations, new solutions, and new levels of accountability.

Program Overview

The term “Power Ten” is used in reference to rowing and racing. Specifically, this term is often said by the coxswain to motivate a crew. A “Power Ten” is traditionally ten hard strokes of power. The coxswain often will count out each stroke for the crew.

A Power Ten is an all-out effort in a race where every stroke counts. In reality, it's hard to maintain 100% effort for the entire race. The coxswain reminds the crew:

- To row in unison. Variations in the stroke disrupt the boat and thus the speed
- To mentally commit and to keep focus
- To pull hard when they've become tired
- To move to gain and pass a competitor

The POWER 10 Program drives focus, efficiency, commitment, and sustainable momentum with the guidance of a coach (coxswain) for short-term projects/efforts - especially in times of change or when results are not being met and something different is needed.

Summary

Form Learning Communities focused on addressing current challenges

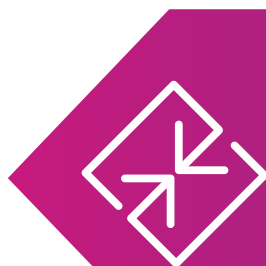
- Define and power towards specific 90-day goal
- Selection process to identify right candidates with right coaches (6-10 participants on a team)
- POWER 10 team formed and works with coach to meet goal more effectively, efficiently, and with higher trust
- Focus: project/challenge, supporting each other, accountability, results, and new level of conversation

Making it Real

- Identifying meaningful work (specific project/challenge with measurable results and timeline) prior to kick-off of POWER 10 Group
- Framework used to create a new, practical approach to increase accountability and drive change
- **Brain Science incorporated throughout for deeper, personal connections to individual actions and results**

Coaching

- Each group session is led by an executive coach with business experience to help facilitate real results and coaching accountability
- Each participant is provided with 2 individual coaching sessions to help increase connection between personal thoughts and actions to sustainable results



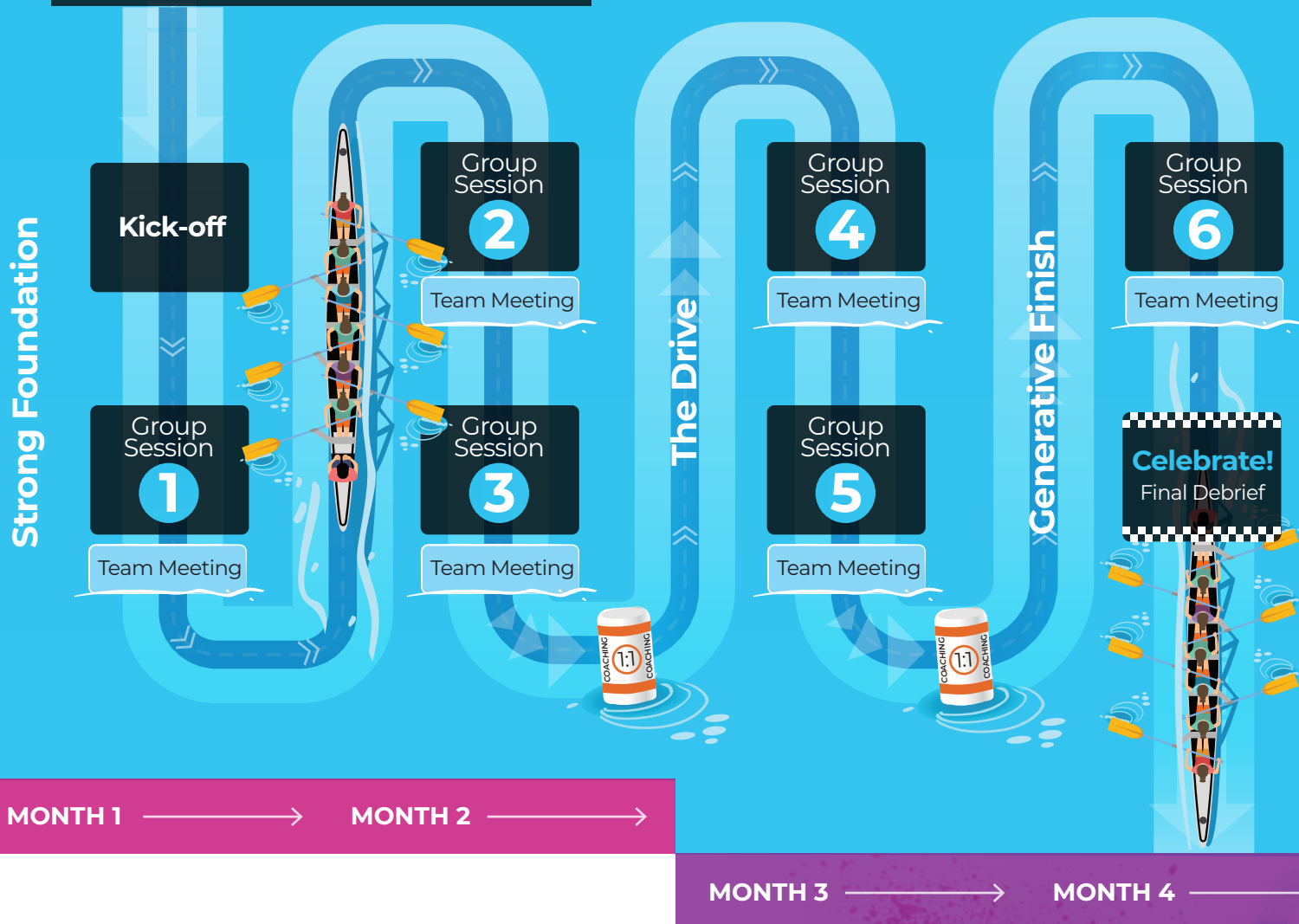
Outcomes

- Project/Challenge is successful as defined (specific measurement and timeline)
- POWER 10 Group community is formed – Community collaboration established
- Accountability practices established
- Leadership empowerment and enablement increased

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Journey Map



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Testimonials

"At first I thought this was just another framework being thrown at me until I realized it was really about a new way to accomplish results that works!"

"Several of us were hesitant/resistant at first because of the 'flavor of the month' change efforts. Within 1 month, we were able to see that this really puts us in the drivers seat for change."

"Coaching as part of this program is a game changer. The coaches stood with us and helped us individually and collectively as we formed, stormed, and normed."