Curve Leadership Team v1.2 ***Date today:*** _____

IDEAL FUTURE STATE

- *13 000 Ecstatic Customers by October of 2011*
- *The provider of choice*
- *Success (Results delivered X Fulfillment lived) as a team and individually.*
- *Improve the world / Be the change you want to see in the world from the inside…*

Main Critical Success Factor

"Transit"

Continuously Transcend our culture, Our Performance & Ourselves

(Evolve to higher state as a company while consciously keeping what is good about our past– culture, rituals. freshness. enthusiasm. etc.)

CSF#1: Unwavering Faith, Passion and Optimism!

- Energy shared: (-) 1 2 3 4 5 (+)
- # of personal Initiatives for growing the business:____
- Resilience displayed: (-) 1 2 3 4 5 (+)
- Attitude: (–) 1 2 3 4 5 (+)
- # of people "motivated" today: ____

CSF#2. SHARED Leadership-Value, Voice and Vision

- Consistency in recognizing achievement: Y or N
- Curve First: (never) 1 2 3 4 5 (always)
- Time taken to reflect as a management team: ___
- Touched base with all employees: (-) 1 2 3 4 5 (+)
- Coached "Delay gratification": Y or N
- I "StorySold" today: (-) 1 2 3 4 5 (+)

CSF# 3. Rah-Rah Execution!

- Quality Metrics developed and applied: Y or N
- Captured and applied knowledge from positive and negative events: Y or N
- Transcend my job description (anecdotal): _____
- Efficiency and purpose in managing commitment and accountability: Y or N
- Promote a culture of "Give more than expected": Y or N
- JF&DI: (-) 1 2 3 4 5 (+)

CSF# 4. Cook at right temperature!

- Respectful and Purposeful communication / Curve first always = Objective and Professional: Y or N
- Shared sense of urgency and clear priorities: Y or N
- Candor (-) 1 2 3 4 5 (+)
- Appreciation (anecdotal)
- Pro-active, systematic and balanced "Push-Pull" Y or N
- Shared and Individual Accountability: Y or N

CSF#5. Social Engineering Outlook

- Path of least resistance: (-) 1 2 3 4 5 (+)
  + anecdotal: _____
- Adopted a broad scope in finding solutions: Y or N
  + anecdotal: _____Broad scope
- I scanned for innovation: Y or N > If Y, Describe:___
- New Knowledge / what I learned today:_____
- Did I share information? Y or N

CSF#6. BE CRAZY & HAVE FUN

- Loved my job today: (-) 1 2 3 4 5 (+)
- Did I laugh today: (-) 1 2 3 4 5 (+)
- Level of Enthusiasm: (-) 1 2 3 4 5 (+)
- Told a joke today: Y or N
- Played with the team today: Y or N

Observations / What I have learned

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