Cornerstone Framework Workshop Series

Continuous Improvement

Team

Processes

The Leader

Strategy

Metrics

KRISTINA SCHMITT

DEVELOPMENT

Introduction to the Framework

The Cornerstone Framework was designed to be a workplan for leaders and entrepreneurs to follow to build stability within their organizations so they can grow it to the level of success that they envision. Success will look different to everyone and to every organization, which is why it is important to define what is important to you, the leader, before working on the organization as a whole.

The framework was designed with the leader as the cornerstone. Much like the cornerstone of a building provides the basis and direction for the entire structure, so too does the leader for his or her organization. Participants will walk through each block of the framework and see how each block builds upon the blocks that support it.

The Leader Block
The framework starts with the leader because he or she is the cornerstone, or the base upon which the organization is built. In this block, we will work to gain a better understanding of your natural tendencies, your strengths, your weaknesses, your dreams as well as some ways for working on yourself, including goal setting, habit formation, and healing.

The Strategy Block
In this block we will gain a basic understanding for what is needed to build a strategy. We will define the basic terms of Vision, Mission, Values, and Purpose as well as work through a series of questions that will help you develop your strategic direction and strategic goals without all the fluff that is typically seen in Vision and Mission statements. We will also discuss the importance of clarity and alignment within that strategy as well as how to communicate that strategy to employees, customers, and key stakeholders.

The Metrics Block

Metrics are critical for every organization. Without them, you cannot measure your success. We'll discuss the different types of metrics, how to choose them, how to display them, and review them.

The Team Block

The team block is the first block on the second level. It is important that you have a basic understanding of the Leader and the Strategy blocks before fully diving into the Team block. We'll discuss how to determine who should be on your team, what it should look like, as well as start working on some basic skills to develop as you start leading your team.

The Processes Block

In the processes block we will define what a process is, discuss a method for determining what your key processes are, and learn the basics for how to map your process so you can clarify it, improve it, and train on it.

The Continuous Improvement Block

This block does not contain any direct lessons, but it is an indication to continue to develop and fill in the framework as well as to utilize it for lower levels of the organization. Once you have a good grasp of the lower foundation of the block, you have earned the right to implement more advanced continuous improvement tools, such as Lean Manufacturing, Six Sigma, Kata, or any others. The foundation is the component that many companies are missing when they try to leap to these more specific improvement mentalities.

Course Overview

This course is set up in a Learn-Do-Learn-Do fashion that is beneficial to adult learning. The intent is that you read the information provided and answer some of the questions to prepare for each session. This preparation is beneficial to having meaningful conversations and digging deeper into the material, which also enhances the learning process. You are encouraged to bring real-life situations into the discussions to deepen the conversations and improve the understanding for all involved. We get out of things what we put into it. Dig into the information, try exercises, and bring your questions.