

F.O.R.M.U.L.A.[™] For Future-Ready Board-Level Success

By Synclarity Consulting[™]: Nov 11, 2025



Board Governance

IN THE DIGITAL EPOCH[™]

F.O.R.M.U.L.A.™ For Future-Ready Board-Level Success

As civic ecosystems, boards, organizations, and leaders seek to support their drive to thrive in "The Future of Business, Workforce, and Economic Development Infrastructure Leadership™," the better the inputs and processes, the better the outputs and outcomes need to be. That helps identify new opportunities, pathways, and A.R.C.S.™ of business growth for sustainable success with:

- Accountable business ethics and practices.
- Reliable, accurate, and valid data endpoints to measure performance and ROI Metrics.
- Capable leaders and stewards to help navigate through change and uncertainty.
- Scalable operations that evolve from being sufficient to efficient to being proficient.

“Fortune favors the bold and the brave.” And leaders who care about getting things right, not simply wanting to be right. Building new A.R.C.S.™ of growth will require a F.O.R.M.U.L.A.™: (Forecast, Optimize, Resolve, Magnify, Uncover, Leverage, Amplify).

- Focus on facts instead of fear to help remain I.M.P.A.R.T.I.A.L.™: (Inquisitive, Measured, Practical, Ascertaining, Reasoning, Tempered, Intuitive, Acknowledging, Logical).
- Optimize for long-term success, not simply fast financial returns.

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- Resilience becomes a feature, not a bug, that comes from experiential learning.
- Maximize strengths and measure performance while being O.B.J.E.C.T.I.V.E.™ (Open-minded, Balanced, Ethical, Courageous, Transparent, Impartial, Virtuous, Earnest).
- Understand the importance of accurate, reliable, and valid data sources to support decision-making.
- Leverage technology as tool and empower people to take more action as well.
- Accept accountability and responsibility, sharing credit for success and not shifting blame when things don't go as planned..

During uncertain times, new precedents are set. Now is one of those times. Change is difficult, but only as difficult as we make it. “In an era of great-power rivalry, the ability to innovate is tied directly to national resilience and security itself. This new reality has made geopolitics a central factor in innovation, prompting companies and startups to consider both political and policy risk alongside technological opportunity. Geopolitics is reshaping the fundamentals of innovation in four ways that business leaders should be aware of:

- The world is no longer flat.
- The U.S. and China have entered a period of competition.
- Economic statecraft has become pervasive in countries around the world.

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- The energy transition, in particular, has become increasingly geopolitical.

Given those fundamentals, civic leaders and business strategists in global companies should consider the following:

- Build a geopolitical calculus into your strategy.
- Secure and diversify your supply chains.
- Respond to industrial policy and statecraft.
- Guard against adversarial capital.
- Use ecosystem advantage wisely.” [\(Murray, S, October 15th, 2025\)](#)

Geographical perspectives on ethical AI and other emerging technology development and use will vary. However, ensuring safety and improving the overall human condition should be at the forefront of all policymakers and innovators. In the “**Future of Business, Workforce, and Economic Development Leadership™**”, here are some of the missed opportunities in the last 5-6 years:

1. In 2025, an estimated 80% of organizations are still not data literate and data ready.
2. Social distancing and properly equipping stakeholders to work from home.
3. Forcing a return to in-person work when remote work proved to be a viable option.
4. An estimated 90 % of all AI implementation strategies failed. (See number 1)

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Problem-solving is a skill that all leaders need. However, all too often, instead of taking feedback from critical thinking, strategic-minded individuals. They prefer echo chambers of complicit, like-minded “yes people”. But “me too solutions”, “get me too results”. To complicate matters. When everything is important, nothing is important because nothing is prioritized. False urgency leads to unproductive busyness, which leads to:

- Unclear goals
- Unrealistic expectations
- Misaligned incentives

Causing stress and burnout, which erodes confidence and engagement, and increases the risk of exposure to legal, operational, and reputational disruptions, as well as liability. “Technology is a tool.” AI is not a magic bullet, and you can’t solve any problem that you aren’t willing to discuss, or even worse, with the same thinking used to create it. “For boards and organizations to scale and maintain their impact on an enterprise level. The **P.A.T.H.™** from potential to realization will require critical self-assessment at both individual and institutional levels.” [\(McKinsey & Co., October 17th, 2025\)](#)

“If you do what you’ve always done, you will get what you have always gotten.”

Organizations that can seize this moment will be the ones that are bold enough to rethink their **F.O.R.M.U.L.A.™** to support their future success. “This is a critical challenge for the future: navigating the impact of **Philosophy | Principles | Priorities | Passion | Purpose | Progress**

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technology with an emphasis on human values and ethical oversight. The core of this thought process is a call to action for integrating accountability, ethics, integrity, morals, and values into every stage of technological development. This requires a broader perspective, moving beyond traditional metrics to a more holistic view of human and societal well-being. Continuity "from the boardroom to the floor room" effectively captures the need for a comprehensive, organization-wide approach to this challenge. It suggests that ethical considerations shouldn't be confined to high-level policy discussions but must be woven into the daily practices and decision-making processes of every individual involved in creating and deploying technology.

“Innovation is only valuable when it’s both useful and usable.”

“Q4 2025 demanded laser focus. For those who embrace data-driven diligence, evaluate deals with discipline, and build relationships in strategic sectors and regions, the forthcoming quarter offers historic opportunities. The private market’s return to consistency, paired with select surges in valuation and liquidity, means the angels willing to adapt will write the next chapter of success.” [\(Keiretsu Forum, 2025\)](#) “When a core enterprise partner, or a customer, begins financing multi-region capacity through syndicated debt vehicles tied to counterparties, leaders must ask. “What happens to our service quality and roadmap continuity if one of these opportunities on our strategic road stalls or fails to develop as planned?” Future-ready strategic and succession planning requires board-level leaders to be **I.M.P.A.R.T.I.A.L.™** and **O.B.J.E.C.T.I.V.E.™** in the evaluation process

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that establishes **T.R.U.S.T.TM**, which is essential in all healthy relationships to achieve and sustain success. “Whether organizations realize it or not, they tend to embrace dynamic work design in response to a crisis. There’s a clearly defined priority, and leaders recognize the importance of putting titles and egos aside to get things done. When executives make an effort to understand what makes things work, that’s an ideal way to build trust and engagement.” ([Eastwood, B. November 10th, 2025](#)) Those opportunities are like **G.O.L.D.TM (Growth, Opportunity, Led, Development)**. If you’re trying to build a more productive culture.” It starts with building emotionally and psychologically secure spaces to have **T.O.U.G.H.TM** when needed, with:

- Transparency by communicating candidly and directly.
- Respect for the ability to agree to disagree if necessary, with common courtesy.
- Understanding people’s perceptions is often their reality, which can help lead to a shared perspective.
- Support is the willingness to suspend our own values and beliefs to see another’s perspective.
- Time, **T.R.U.S.T.TM** can take a long time to build, but only seconds to ruin.

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“There are five underlying principles of dynamic work design. Repenning emphasized that they represent “ongoing, incremental effort” as opposed to immediate and wholesale change. The goal is to “create a system that reveals the next problem for everyone to solve, and make the work self-diagnostic. Solve the right problem — and solve the problem right.

- Structure for discovery.
- Connect the human chain.
- Regulate the flow.
- Visualize the work.” ([Eastwood, B, November 10th, 2025](#))

Ultimately, saving time and money in business through “organic innovation” starts with a solid **U.S.E.-C.A.S.E.™** for innovation and implementation. “Does this innovation serve a practical **U.S.E.-C.A.S.E.™**—one that proves both its utility and its capacity for lasting effectiveness?”

- **Utility, Strategy, Example.**
- **Capacity, Applicability, Solution, Effectiveness**

Core Purpose: To evaluate and implement *organic innovation* initiatives that save time and money by aligning practical utility with strategic intent and scalable effectiveness.

- **Utility** ⚙️ — Does it serve a real function or solve a genuine need?
- **Strategy** 📊 — Is it aligned with broader goals and vision?

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- **Example** 💡 — Can it be demonstrated, replicated, or modeled?
- **Capacity** 🌱 — Do we have the people, systems, and resources to support it?
- **Applicability** 🔍 — Is it contextually relevant and adaptable?
- **Solution** 💬 — Does it address the root issue, not just the symptom?
- **Effectiveness** ✅ — Is it measurable, sustainable, and outcome-driven?

This document, “F.O.R.M.U.L.A.™ For Future-Ready Board Success” by **Synclarity Consulting™**, outlines a framework for organizational success in the “Future of Business, Workforce, and Economic Development Infrastructure Leadership™,” emphasizing ethics, data-driven decisions, capable leadership, and scalable operations.

Key Frameworks and Concepts:

A.R.C.S.™ (for business growth):

- **A**ccountable business ethics and practices.
- **R**eliable, accurate, and valid data endpoints.
- **C**apable leaders and stewards.
- **S**calable operations.

F.O.R.M.U.L.A.™ (for Future-Ready Success):

- **F**ocus on facts instead of fear to help remain **I.M.P.A.R.T.I.A.L.™**.
- **O**ptimize for long-term success, not simply fast financial returns..
- **R**esilience becomes a feature, not a bug, that comes from experiential learning.

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- **Maximize strengths and measure performance while being O.B.J.E.C.T.I.V.E.™** (Open-minded, Balanced, Ethical, Courageous, Transparent, Impartial, Virtuous, Earnest).
- **Understand the importance of accurate, reliable, and valid data sources to support decision-making.**
- **Leverage technology as tool and empower people to take action as well.**
- **Accept accountability and responsibility, sharing credit for success and not shifting blame when things don't go as planned..**

Major Themes and Challenges:

- **Geopolitics in Innovation:** Geopolitics is reshaping innovation, requiring leaders to build a geopolitical calculus into their strategy, secure supply chains, respond to industrial policy, and guard against adversarial capital.
- **Missed Opportunities (in the last 5-6 years):** Lack of data literacy (estimated 80% of organizations are not data literate in 2025), failure to properly equip stakeholders for remote work, forcing a return to in-person work, and a high failure rate for AI implementation (estimated 90%).
- **Consequences of Poor Leadership:** False urgency leads to unproductive busyness, resulting in unclear goals, unrealistic expectations, and misaligned incentives, which cause stress, burnout, and increased risk.

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- **The Importance of Values:** The future requires navigating technology with an emphasis on human values, ethical oversight, accountability, integrity, morals, and values woven into every stage of development ("from the boardroom to the floorroom"). **T.R.U.S.T.™ (for healthy relationships):** Transparency, Respect, Understanding, Support, and Time.
- **U.S.E.-C.A.S.E.™ (for organic innovation):** A method for evaluating and implementing initiatives based on **Utility, Strategy, Example**, and **Capacity, Applicability, Solution**, and **Effectiveness**.

The document concludes by stressing that innovation is only valuable when it's both useful and usable, and that civic leaders, boards, and organizations must be bold enough to rethink their **F.O.R.M.U.L.A.™** to seize future growth opportunities.

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EngineeringTM, League of Lethargy (L.O.LTM), League of Lexicon
LegendsTM, L.E.A.N.TM, L.E.V.E.L.TM, L.M.F.A.O. ProtocolTM, L.O.Y.A.L.T.Y.TM,
M.A.C.R.O.N.Y.MTM, M.A.N.A.G.E.TM, M.A.P.S.TM, M.E.R.I.T.TM, M.O.A.T.TM,
M.O.R.A.L.S.TM, N.A.S.C.E.N.T.TM, N.O.D.E.STM, N.S.F.W. ProtocolTM, O.A.R.TM,
O.B.J.E.C.T.I.V.ETM, O.M.F.G ProtocolTM, O.M.G. ProtocolTM, O.P.S.TM,
O.W.N.E.R.S.H.I.P.TM P.A.C.ETM, P.A.T.HTM, P.A.T.I.E.N.T.TM,
P.A.R.T.N.E.R.S.H.I.P.S.TM, P.A.Y.E.E.TM, P.A.Y.E.R.TM, P.I.V.O.TTM, P.L.A.N.TM,
P.O.W.E.R.TM, P.R.I.D.E.TM, P.R.I.M.E.TM, P.R.I.N.C.I.P.L.E.S.TM, P.R.O.F.I.T.TM,
P.R.O.G.R.E.S.S.I.V.E.TM, P.R.O.S.P.E.R.I.T.Y.TM, P.R.O.T.O.C.O.L.S.TM,
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RegenStacksTM, Resonant CapitalTM, Return on Social & Economic Impact
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S.A.L.E.S.TM, S.A.V.E., S.C.A.NTM, S.I.G.N.A.L.TM, S.I.L.E.N.C.E.TM, S.I.L.OTM,
SimpexicityTM, S.K.L.L.TM, S.L.O.T.H.TM, S.M.E.A.R.TM, Social Scientist
Technological IndustrialistTM, S.O.S. ProtocolTM, S.P.A.R.TM, S.T.A.RTM,
S.T.A.Y.TM, S.T.F.U. ProtocolTM, S.T.I.L.LTM, S.U.C.C.E.S.S.TM, Sustainable
Growth Funds (SGFs)TM, T.A.C.TTM, T.A.C.T.I.CTM, T.A.N.T.R.U.MTM,
T.E.A.MTM, T.E.R.M.I.N.A.L.TM, T.E.S.T.TM. The Future of Business,
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