



# PREITE CONSULTING

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# The Block Method for Organizational Leadership

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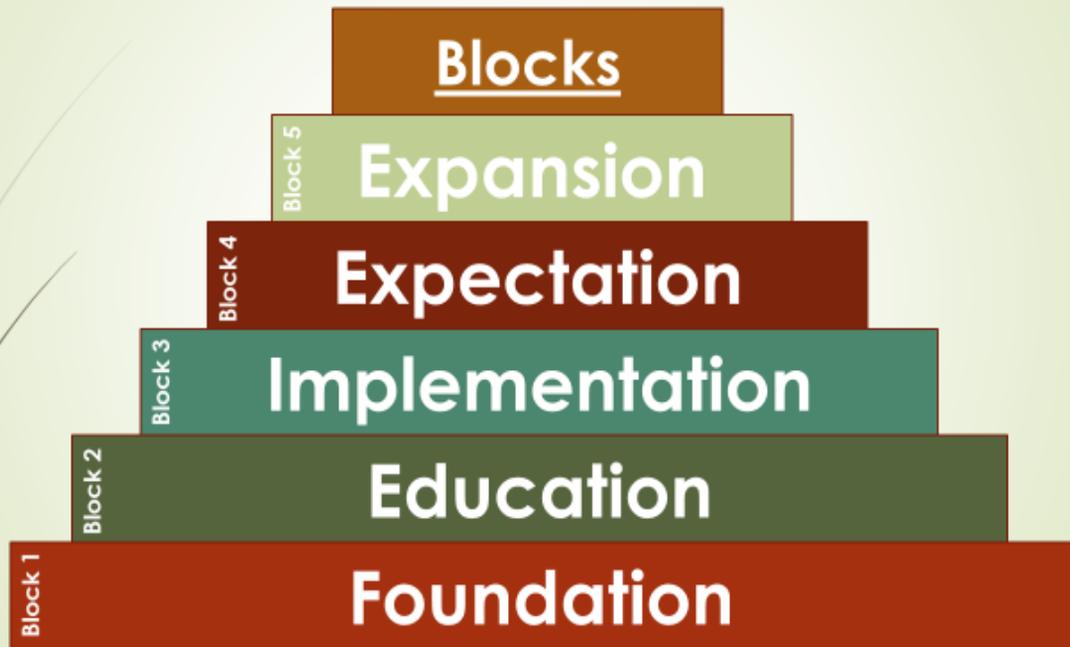
It has been a long-time goal of mine to one day package up all of the experiences that fueled my career and implement those principals into a detailed structure for other organizations and professionals to learn from and build upon. The Block Method that I established clearly illustrates the fundamental steps to follow in order to have success in operating a business as well as advancing a professional leader-level career.

Any structure built from the bottom up requires a solid foundation, sustainable reinforcements, a measured result and room for expansion. This is the consistent framework you can expect to see as you navigate through the Block Method process. Each Block is categorized and prioritized to be relevant for organizational or career driven goals you are trying to achieve. The information that I am providing was created through years of my own experience establishing, building, correcting or growing business organizations. The details of the process are based on my own personal steps, actions, opinions, career and life experiences that guided my success over the last twenty years. If you are a new leader, a tenured leader in a new assignment, a leader of large organizations or an independent business owner, you will learn how to structure the appropriate priorities to build your business from the ground up and generate consistent success.

Every leader at some point needed direction on those “unknowns”, and/or looked for the “manual” to follow in order to hit the ground running. The Block Method is your manual.

Enjoy!

# The Method



In my opinion, there is a chronological order to creating a sustainable and successful business organization. **Block 1:** A strong foundation must be established that will act as the platform for the organization's vision and perspective brand. This is where leaders take their initial observations of the organization along with workforce feedback to create the overall vision. **Block 2:** Now that you are standing on firm ground from the foundational work and have earned credibility from the organization, you collaborate with the workforce and educate on ways to resolve current issues in the business. As the leader, you establish categories of issues and assign projects to the appropriate team members and oversee those planning sessions that will resolve each identified business challenge. **Block 3:** It's important to avoid "analysis paralysis" between the Education and Implementation Blocks. A great action plan is only as good as the execution of the plan. During implementation, you will still be closely managing to understand the process of moving initiatives off the paper into actions through-out the field organization. **Block 4:** Results matter! How did the organization perform while planning and building projects? How is the organization performing after implementation of the new initiatives? Performance management oversight needs to be established and measured consistently in order to achieve desired targets. **Block 5:** Complacency kills businesses and allows for the insurgence of new competitors. The ability to lead from the front by consistently paying attention to trends and developing transformational ideas that provide new growth opportunities is imperative to long-term consistent success.

Blocks 2-4 are short range and repeatable through out, while Blocks 1 & 5 are long range. You should not have to repeatedly start over in Block 1 to build a foundation, if you do, there is a problem with the vision or with the leadership. Block 5 is an observant eye on the future and the progression of the business organization from a strategic lens, on a bi-annual basis.

“Fundamental steps to creating structure and generating success professionally and organizationally.”

# The Structure



As we go a layer deeper in the process, there are sub-Blocks to guide your leadership efforts in the build-out of your organization. First, and most important, is Organizational Culture. Your #1 asset are your people, and people drive culture. Through your initial observations of the business, the talent across your organization, how things get done and what things get in the way, you will create the vision of what your team's brand will be. Your brand is what you want to be known for, what you stand for, others perception of you and a mechanism to create comradery through-out the workforce.

Once the platform is in place and you have earned credibility and buy-in from the organization, you can dig into researching solutions for the identified areas of opportunity found through your observations in the Foundation Block. Cross-functional collaboration and project teaming will be constructed and managed to take the research from analysis to an action plan with specific initiatives.

Moving from planning to executing the process to deliver results can be tricky. The communication of the plan is vital to the success of both understanding and executing it's full potential. When the transition from planning to execution is stuck, most of the time it's from too much analysis. I call this "analysis paralysis". This can occur from a fear of failure that the plan will not succeed as forecasted. You have to understand this concept in order to launch forward, sometimes you have to fail first to obtain the additional learnings necessary to succeed the next time. As long as you "fail fast" so that it's not too costly and taxing on the organization.

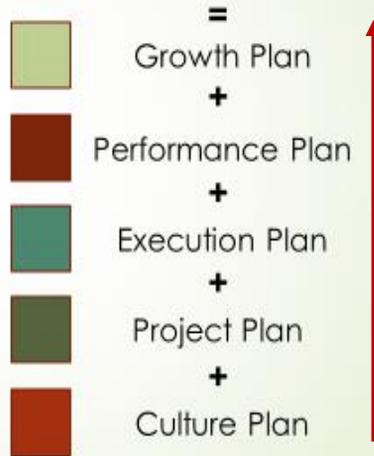
In order to understand if the plan is working, you will need to establish measurements for success and performance management programs for the entire workforce. However, even more important than these two items, is a process for recognition. You have to be able to recognize performance as quickly as you can identify gaps in performance. The morale of your workforce will depend on your ability to make them feel appreciated, heard and acknowledged.

Through the research process, you should have identified warning signs, or trends that would give you insight into what's coming. To ensure that your organization is relevant and future proofed at the same time, you must conduct and lead bi-annual strategy checks and planning sessions to review opportunities for industry disruption and whether you have the right talent to transform and change.

# The Fundamental Steps

- Observation
- Evaluation
- Creation
- Communication
- Implementation

## Strategic Plan



In each Block, the process is fundamental and repeatable. There are specific steps illustrated above that are conducted in each of the Blocks and sub-Blocks that generate outputs. Each output is an important part of the overall strategic business plan for your organization. Observation, Evaluation, Creation, Communication and Implementation are the five steps to each Block's output.

The output of the Foundation Block is the organization's Culture Plan, Education Block is the Project Plan, Implementation Block is the Execution Plan, Expectation Block is the Performance Plan and the Expansion Block is the Growth Plan. These five Block Plans make up the overall Strategic Business Plan and acts as the living, breathing and agile action plan for your organization that you execute against daily and manage monthly.

It has been my leadership experience over the years that structure and organization is an important trait for producing operational excellence. The method I shared in this paper, is the exact template I used in every management position and business situation I was assigned to lead. My teams' experienced company and industry leading performance outcomes, executive level career development and created transformational initiatives that allowed my organizations' to set examples for others to follow.

This was an introduction to The Block Method for Organizational Leadership. Additional publications will follow, as well as a detailed continuation of this introduction. Visit me at: [www.preiteconsulting.com](http://www.preiteconsulting.com), follow me at: [linkedin.com/in/russ-preite](https://www.linkedin.com/in/russ-preite), [Instagram.com/russpreite](https://www.instagram.com/russpreite) or [twitter.com/russpreite](https://twitter.com/russpreite).

Strategic Planning



Project Management



Change Management





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### About Russ

Russ Preite is a senior level leader with over twenty years of business experience with developing talent, building foundational culture and transforming businesses into high performing organizations. He is a servant leader, inspirational consultant, charismatic communicator and dynamic public speaker. Russ specializes in developing future leaders and advising teams responsible for delivering extraordinary customer/client service while growing the sales, operations and overall financial performance across multiple business units.

In 1995, he began his career in the consumer electronics industry and quickly elevated from a retail specialist into multiple sales management positions. He then joined a Fortune 15 telecommunications company as an account executive for business, enterprise and government sales in 2000. For the next ten years in mid-level management up to director level assignments, Russ led multiple distribution channels across many states until 2010 when he was appointed a senior level role. From 2010 to 2019, Russ held the positions of VP, SVP and President of four different large field organizations with thousands of employees, managing large P&L's that produced billions of dollars in revenues. He has been the recipient of numerous awards, acknowledgments and is certified in Executive Leadership from Cornell University. Russ is translating his business knowledge to advise many business organizations and mentor driven professionals through the fundamental steps to generating consistent success.

### **Industry Specific Experience:**

Technology, Telecommunications, Enterprise & Government Business Services, Retail Trade, Consumer Electronics, Consumer Goods and Professional Consulting & Coaching

### **Years of Transferable Business & Leadership Experience:**

Organizational Culture | Talent Development & Career Mentorship | Cross-Functional Team Leadership | Strategy & Project Planning | Business Transformation | P&L Management | Budgeting & Demand Forecasting | Direct & Indirect Sales Distribution | Enterprise & Government Sales | Marketing & Advertising | GTM & Merchandising | Operational Excellence | Distribution, Real Estate & Facilities | Negotiations & Contract Fulfillment (5G Networks, IoT Solutions, Security & SaaS) | Customer/Client Experience & Relationship Management