

DEC GDD Foundations - Session Overview

Six sessions that install the behaviors leadership must hold.

THE 2027 COHORT

Six in-person sessions - 8:30 to 11:30 AM Eastern - Held every three weeks

01 March 10

02 March 31

03 April 21

04 May 12

05 June 2

06 June 23

LOCATION

Hosted by Citizens Bank

27777 Franklin Road -
Southfield, Michigan

01 SESSION 1

Define winning, or you're just driving fast.

SESSION FOCUS

Drivers chase the number and call it strategy. You'll define what winning actually is - in behavior, not slogans - and the standards you won't trade to hit it. Walk out knowing exactly what you're leading people toward.

GUIDE INSTALL

Define Winning with a Score and Guardrails. Get the decision-maker to resolve the tradeoff before you commit your people to everything.

OUTPUT

One clear result from your role, its score and guardrails, a seven-day commitment, and the authority needed to resolve competing priorities.

02 SESSION 2

Lead from who you are, not how you feel.

SESSION FOCUS

Under pressure, drivers react, rescue, or avoid. You'll anchor how you lead to your identity so the standard holds when it's tested, not just when it's easy. Walk out steady while everyone else scrambles.

GUIDE INSTALL

Name the trigger and choose the identity you will hold under pressure. Replace the reaction with an observable behavior your people can trust.

OUTPUT

One behavior to stop, one to start, a real conversation to practice them in, and feedback from someone affected.

03 SESSION 3

Stop being the answer to every question.

SESSION FOCUS

Drivers make themselves the bottleneck and call it helpful. You'll install the behavior that makes people think and own the next move. Walk out with people who bring you decisions, not questions.

GUIDE INSTALL

Set the result, decision boundaries, and support. Ask questions that make thinking visible, then leave the next action with its owner.

OUTPUT

A real ownership conversation, decision boundaries, and a clear agreement about who owns the next action.

04 SESSION 4

Say the thing. Now, not later.

SESSION FOCUS

Drivers let it slide and call it patience while the standard erodes. You'll name what you won't tolerate and practice the conversation that resets it fast. Walk out able to hold the line without torching the relationship.

GUIDE INSTALL

Separate unclear expectations from missed commitments. Name the facts, hold the standard, and make the next step owned.

OUTPUT

A conversation you have been putting off, a clear standard, and an evidence check on what changes next.

05 SESSION 5

Catch the drift before it becomes the culture.

SESSION FOCUS

Drift is inevitable. Recovery is optional. You'll spot where the standard has slipped and install how to bring it back on purpose. Walk out with a standard that survives contact with reality.

GUIDE INSTALL

Address drift within 24 hours. Restate the standard, identify the gap, and have the owner define the Recovery approach and its evidence.

OUTPUT

A Recovery conversation within 24 hours where the owner defines the approach and the evidence check.

06 SESSION 6

Make it hold every week, not just this one.

SESSION FOCUS

Motivation fades by Monday. Discipline compounds. You'll install the weekly cadence that keeps the standard alive after the program ends. Walk out with a rhythm that turns one good week into a leader people count on.

GUIDE INSTALL

Run the weekly rhythm. Check evidence, not activity. Make the next action owned and visible within seven days. Reinforce the behavior that must hold without you.

OUTPUT

A weekly check using the real result, last commitment, evidence, and next owned action, plus proof of progress and a 90-day plan.