

DRIVES RESULTS: HANDOUT

UNDERSTANDING DRIVING RESULTS

DEFINITIONS

Consistently achieving _____, even under tough
_____.

SKILLED BEHAVIORS

- Has a strong bottom-line orientation.
- Persists in accomplishing objectives despite obstacles and setbacks.
- Has a track record of exceeding goals successfully.
- Pushes self and helps others achieve results.

LESS SKILLED BEHAVIORS

- Is reluctant to push for results.
- Does the least to get by.
- Is an inconsistent performer.
- Gives up easily; doesn't go back with different strategies for the third and fourth try.
- Often misses deadlines.
- Procrastinates around whatever gets in the way.

SEE – SHIFT – SOLVE – SUSTAIN

A Practical Process for Moving Work Forward

SEE: What's Actually Slowing Momentum?

Most stalled situations are not caused by one big issue. Momentum usually slows because of patterns underneath the surface. You can't move something forward until you correctly diagnose what's actually slowing it down.

Tool: Momentum Blockers

1. PRIORITY

Are we clear on what matters most right now?

Symptoms:

- too many priorities
- shifting focus
- reactive environment
- confusion

2. OWNERSHIP

Is it clear who owns what?

Symptoms:

- finger pointing
- waiting
- inconsistent follow-through
- things falling through the cracks

3. ENERGY

Has frustration, negativity, or exhaustion slowed momentum?

Symptoms:

- disengagement
- “just enough”
- emotional fatigue
- resistance

4. OBSTACLES

What barriers keep interrupting progress?

Symptoms:

- systems
- approvals
- staffing
- policy
- difficult people
- communication breakdowns

5. CONVERSATIONS

What conversation needs to happen that isn't happening?

Symptoms:

- avoidance
- circling issues
- passive frustration
- unresolved tension
- lack of accountability

Prompts

What's actually slowing movement?

Which blocker is affecting momentum most?

Where is the situation getting stuck?

Which blocker is within your influence?

What are you most tempted to blame instead of address?

SHIFT: From Frustration to Forward Movement

Teams often get stuck in frustration, blame, or “why this won’t work” conversations. Results-driven leaders help teams move toward ownership and action.

Tool: From WHY → HOW

WHY Conversations Sound Like:

- Why is this happening?
- Why won’t leadership fix this?
- Why does this process take forever?
- Why are people resisting this?

HOW Conversations Sound Like:

- What CAN we influence?
- What’s still possible here?
- How do we move this forward anyway?
- What conversation needs to happen?
- What would create momentum?

Prompts

Where are people stuck in “why”?

What frustrations keep surfacing repeatedly?

What conversations are emotionally parking people?

What would a more forward-moving question sound like?

Which “how” question creates ownership and movement?

SOLVE: Create Practical Movement

Results-driven leaders don’t wait for perfect conditions. They create movement through practical next steps and consistent progress.

Tool: The Four Momentum Moves

1. CLARIFY

What matters most right now?

Prompts:

- What is the real priority?
- What outcome are we trying to create?
- What matters most over the next 30–60 days?

2. ACT

What’s the next meaningful step?

Micro-Tools:

- The 10% Rule → Don’t solve everything. Create movement.
- Balance Good Enough vs. Perfect → What is good enough to responsibly move forward?

Prompts:

- What is one practical move that creates momentum?
- What conversation needs to happen?
- What decision needs to be made?
- What can we influence right now?

3. FOLLOW THROUGH

How do we keep momentum alive?

Prompts:

- Who owns the next step?
- What follow-up is needed?
- How will we maintain visibility?
- When will we check progress?

SUSTAIN: Keep Momentum Alive

Many initiatives don't fail all at once. They slowly lose visibility, urgency, ownership, and emotional energy over time.

Tool: Momentum Maintenance

1. REINFORCE THE PRIORITY

Keep reminding people what matters most.

Prompts:

- Are we still clear on the priority?
- Has the work become reactive again?
- Are we talking about this consistently?

2. CREATE VISIBILITY

People support what stays visible.

Prompts:

- How are we tracking progress?
- Are wins being acknowledged?
- Are next steps visible?

3. ADDRESS DRIFT EARLY

Small drift becomes big drift when ignored.

Prompts:

- Where are we losing consistency?
- What conversations are we avoiding?
- Where is ownership slipping?

4. CELEBRATE MOVEMENT

Not just final outcomes.

Prompts:

- What progress deserves recognition?
- What small wins matter?
- Where is momentum improving?

TAKEAWAYS

What is one insight you want to remember from today?

Where do you need to shift from “why” to “how”?

What is one practical move you will make in the next 72 hours?

ABOUT MARK | KEYNOTE SPEAKER

Mark Kenny is the keynote speaker organizations bring in when pressure is high, teams are pulling in different directions, and the conversations that move work forward aren't happening.

As a former software company founder who has led associations and mission-driven organizations, Mark has seen firsthand that collaboration doesn't break down because people don't care. It breaks down because teams stop having the conversations that keep them aligned.

Through his Uncommon Collaboration™ work, Mark helps teams have the conversations they need to actually move work forward again, turning alignment into clearer decisions, stronger execution, and momentum that leaders don't have to carry alone.

In his interactive keynotes, Mark creates a shared experience where people see what's actually happening inside their teams in real time. Through personal stories and simple, guided interaction, audiences recognize how they instinctively show up under pressure, and how those moments either move the team forward or hold it back.

Audiences leave knowing exactly how to show up differently so their teams can move forward together when it matters most.

CONNECT WITH MARK

mark@markskenny.com

(615) 656-0465

LinkedIn profile: markskenny