

Convergence 2025

- Sea stories
- Blue Angels
- Top Gun
- Leadership
- Closing thoughts





Sea Stories— Cases for effective planning





The Double Farvel





The Blue Angels

- Building block approach
- Excellence is expected
- Repetition – Repetition...156 times!
- Teamwork
- TRUST
- Have I mentioned debrief??!!!
 - ✓ Accountability
 - ✗ Ego

Top Gun

- Why Top Gun was founded – Train / learning environment
- Why the movie is critical...1986...2001...2022
- The program itself – 10 weeks
- Plan – brief – execute – DEBRIEF!
- Repetition – Repetition – Repetition
- Expert in strike planning
- Wear the patch



Leadership =

$$I * A * C * C * C + C^2$$

- Integrity – The Ring of Gyges - Doing
- Accountability – Trust / Feedback - Holding
- Credibility – Born of competence - Earning
- Courage – The right thing is not easy - Acting
- Commitment – Inspire - Showing
- Compassion – Taking care of your people



Leadership – Executive or Personal

Large Organization

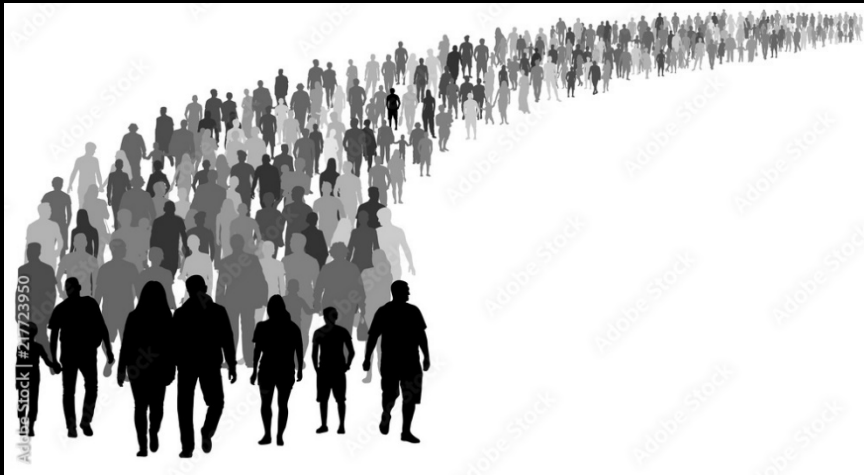
Mission Vision Goals

The Why

Policy

Delegation

Setting the culture



• Small Organization

- All that and....

- Provide feedback

- Get to know your people

- Personalized approach





Leading in Times of Crises



Opportunities

The team is focused

Now in a change management Mindset

Others

External pressure – Time compression

Internal pressure - Emotion

Financial impacts

The path forward

Be transparent

Take the time to get it right – Core issues – 3 sides of the story – Emotional intelligence

Change starts with leadership – LEBE - Culture

Set clear and achievable goals – debrief

Over Communicate



Closing Thoughts “Mongoisms”



There are always 3 sides of a story

Build a good team around yourself

Praise in public, develop in private

Perception = reality

Trust your gut

Ask “why” / Tell the “why” - Inspire

Be self aware as a leader

Over or under react

Micromanage

Find the root cause of an issue

Take ownership of failures – share successes

Be yourself



Thank you for your time!

Any Questions?

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