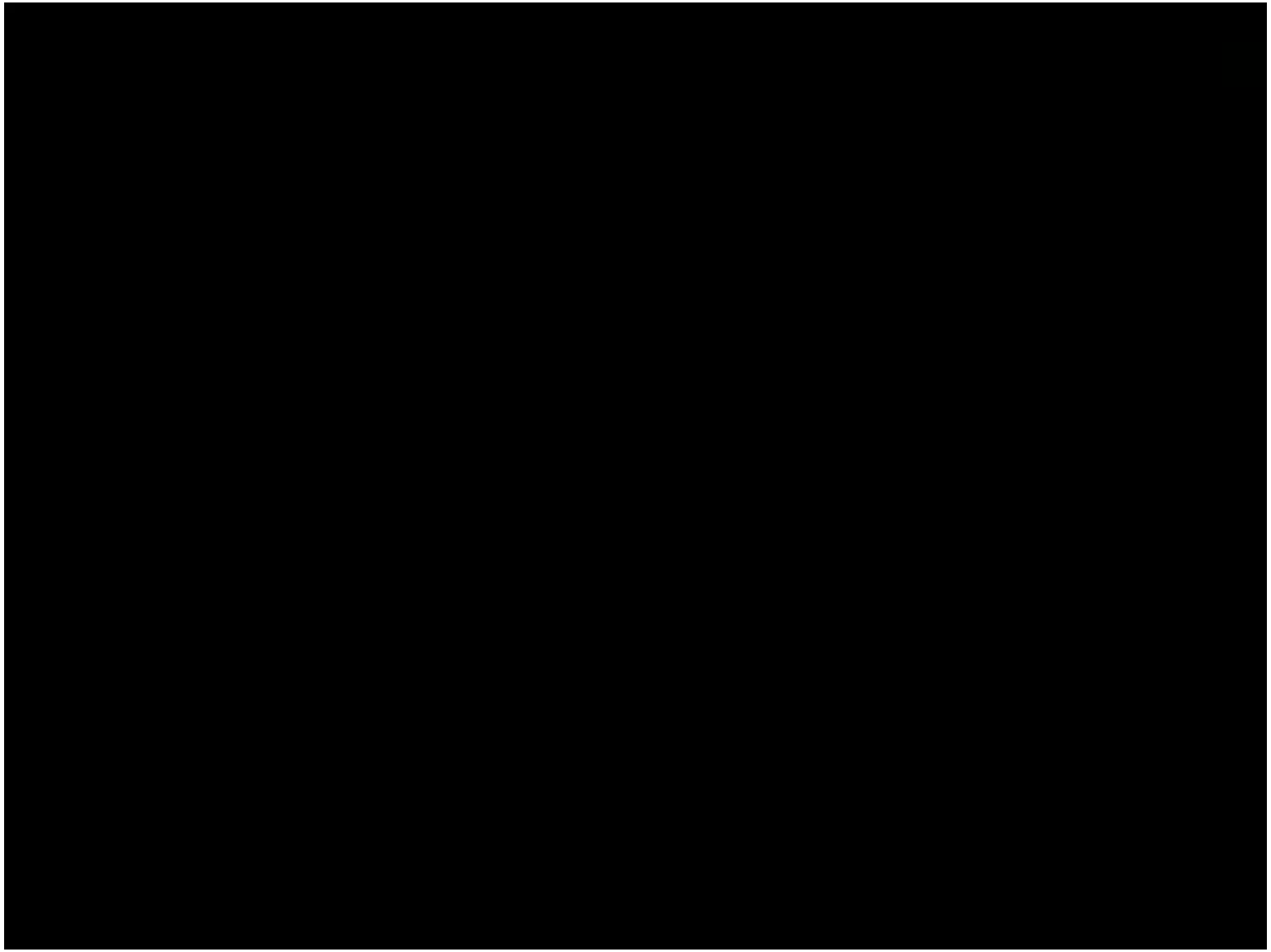
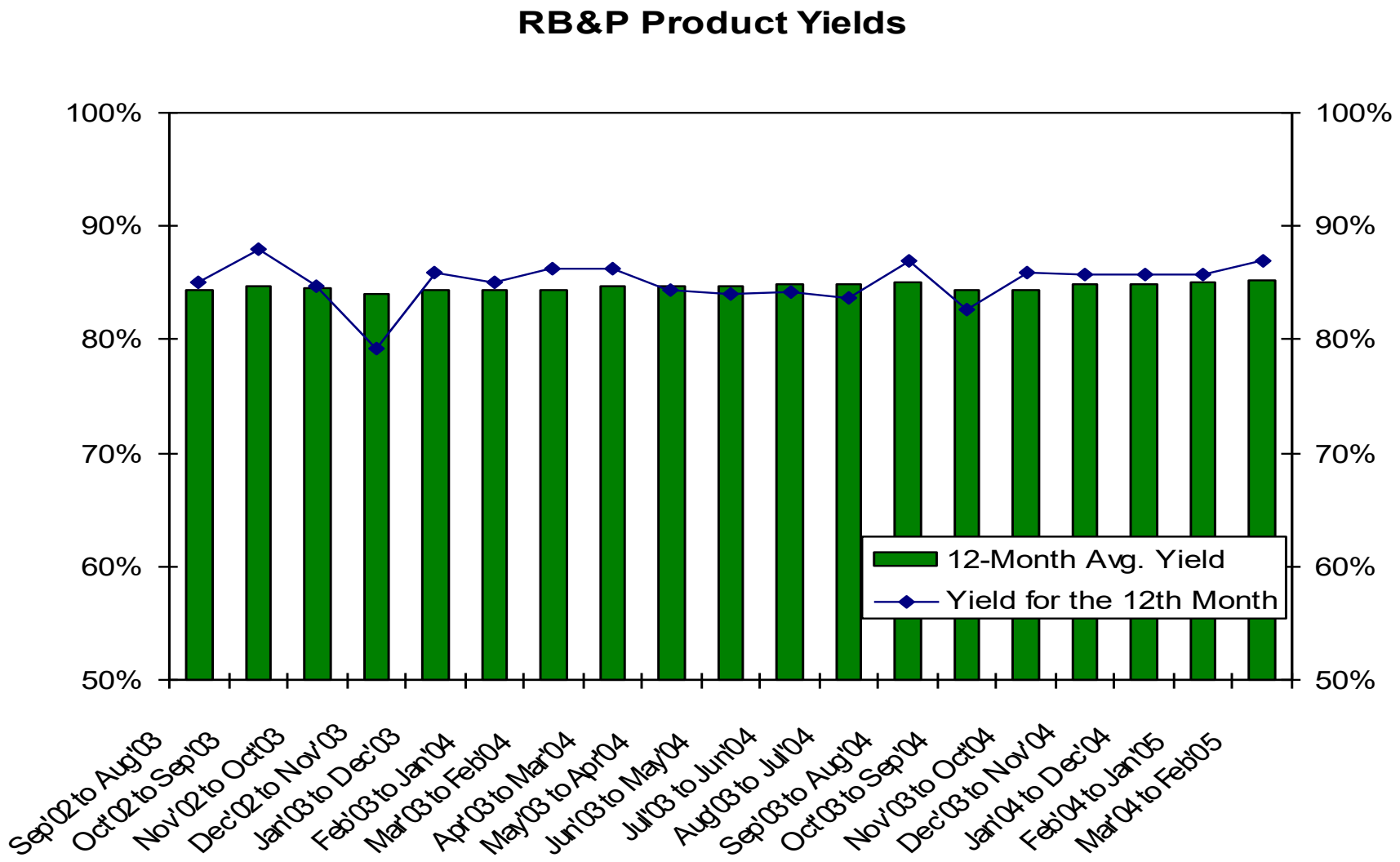
# The Best CI Systems Don’t Depend On Experts—They Develop Problem Solvers

**September 2026**



# Case Study: 3 Engineers, 2 years of effort, the Old Culture

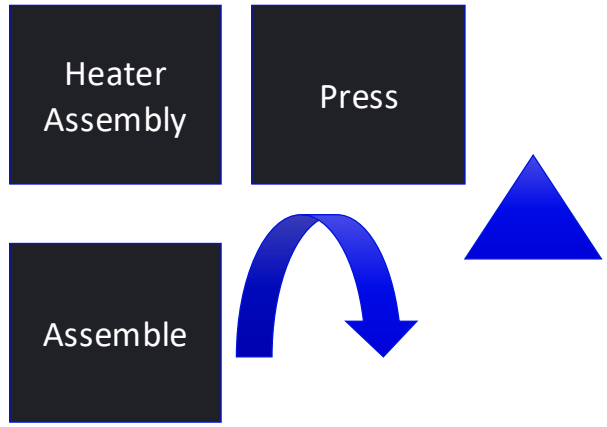


# Applying principle of flow to create a new circumstance

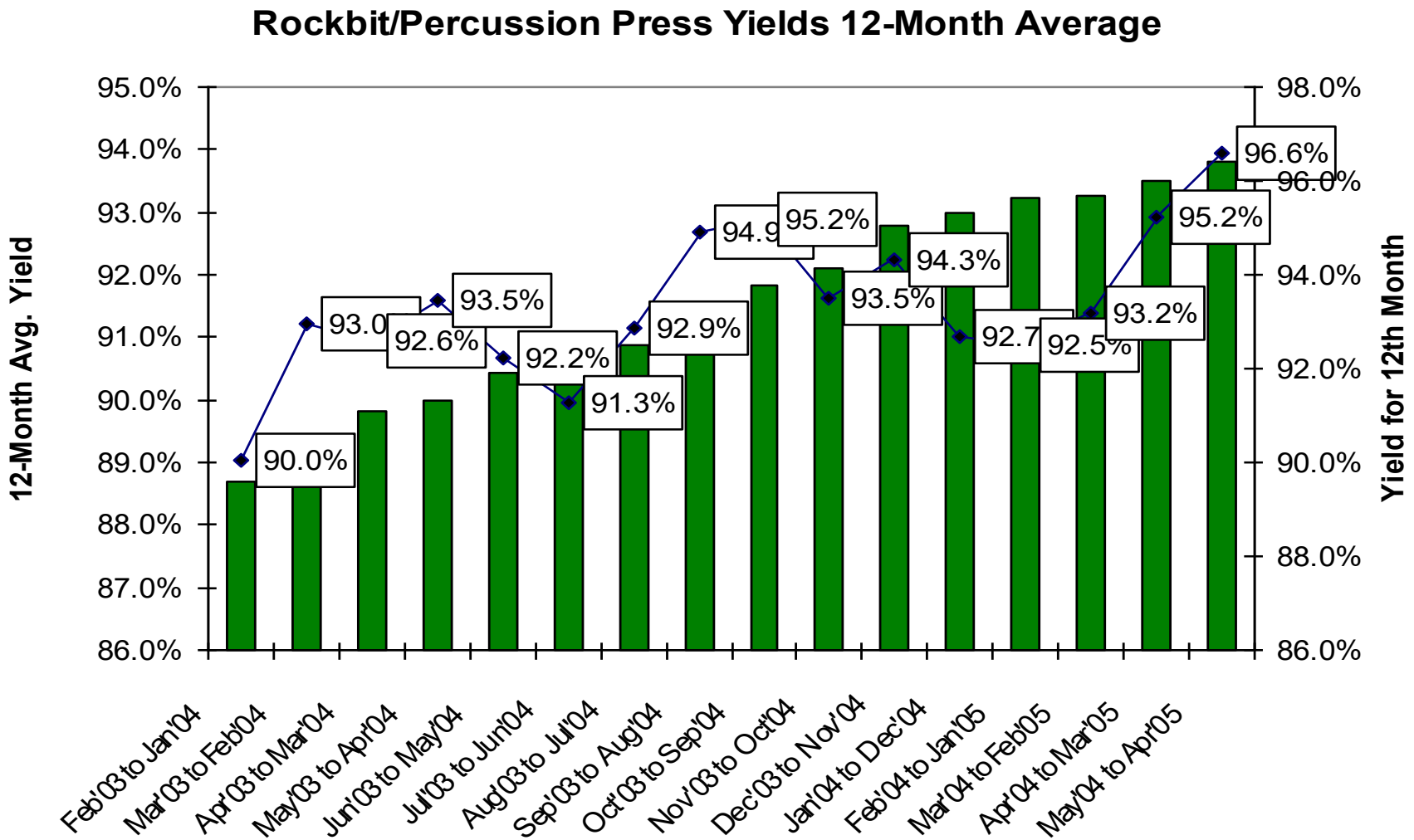
## Old Way




## New Way



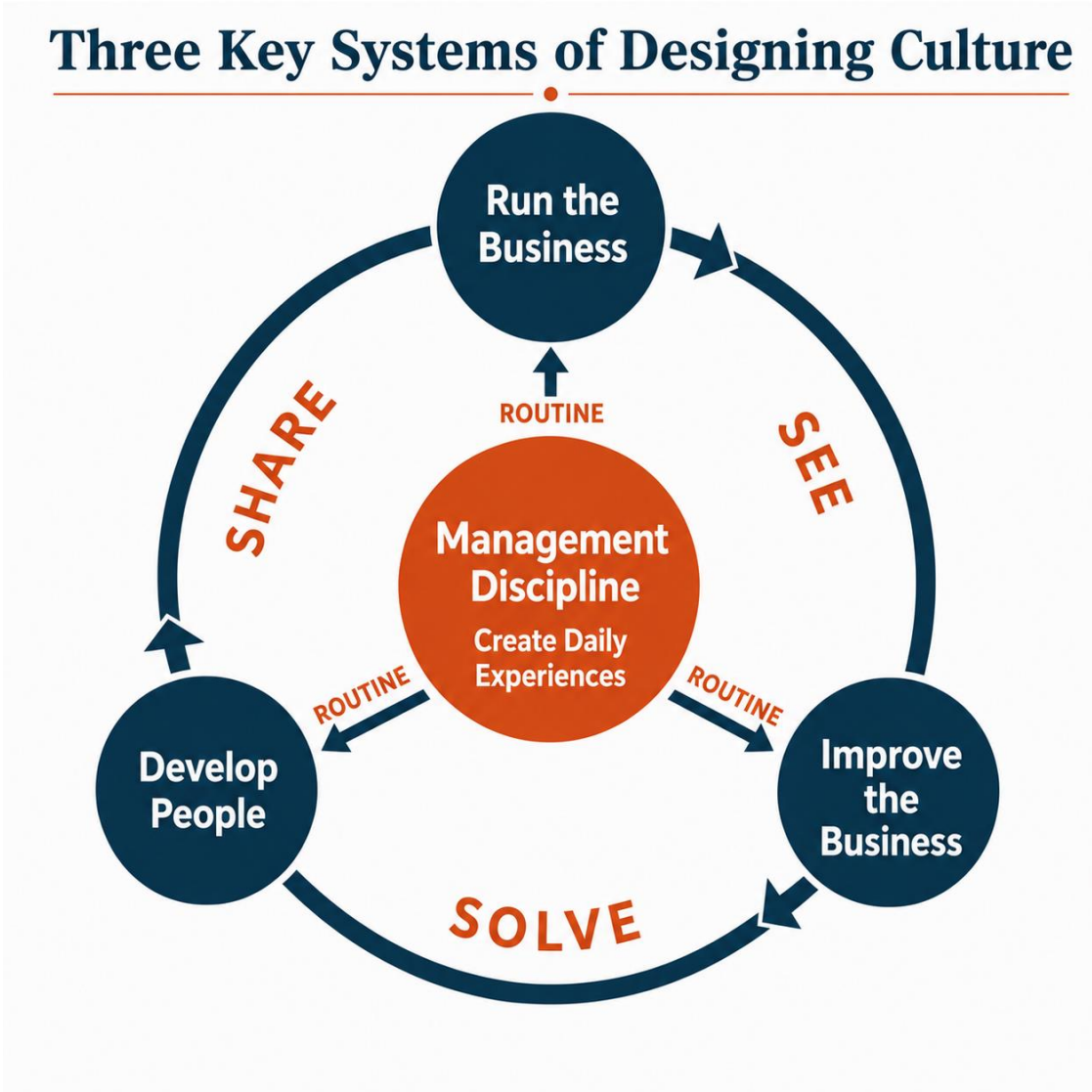
# The principles gave great people power to SEE & SOLVE



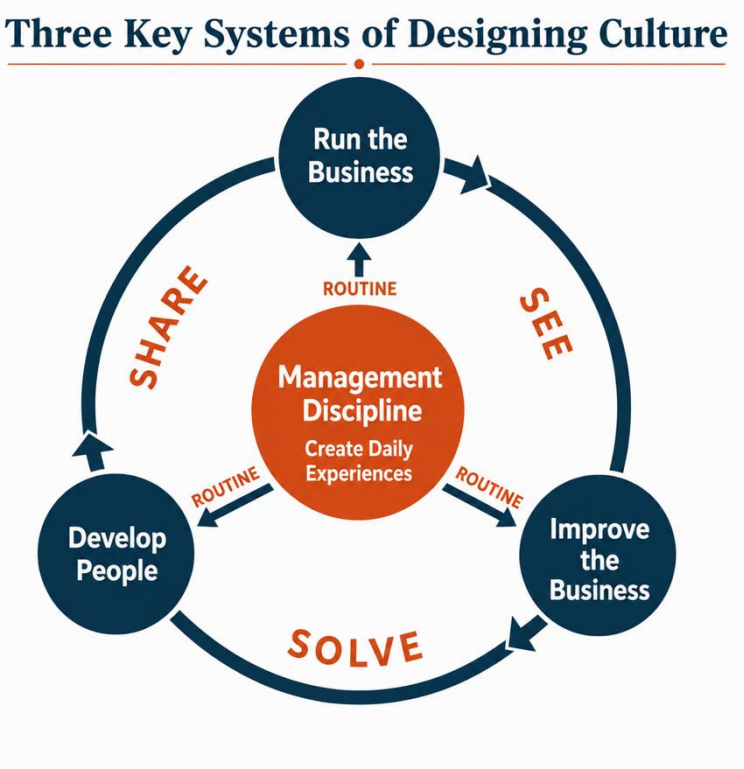
# **HOW** is culture created?



# **HOW** is culture created?



# The Strategy Tree tells an aligned story of Why? And How?



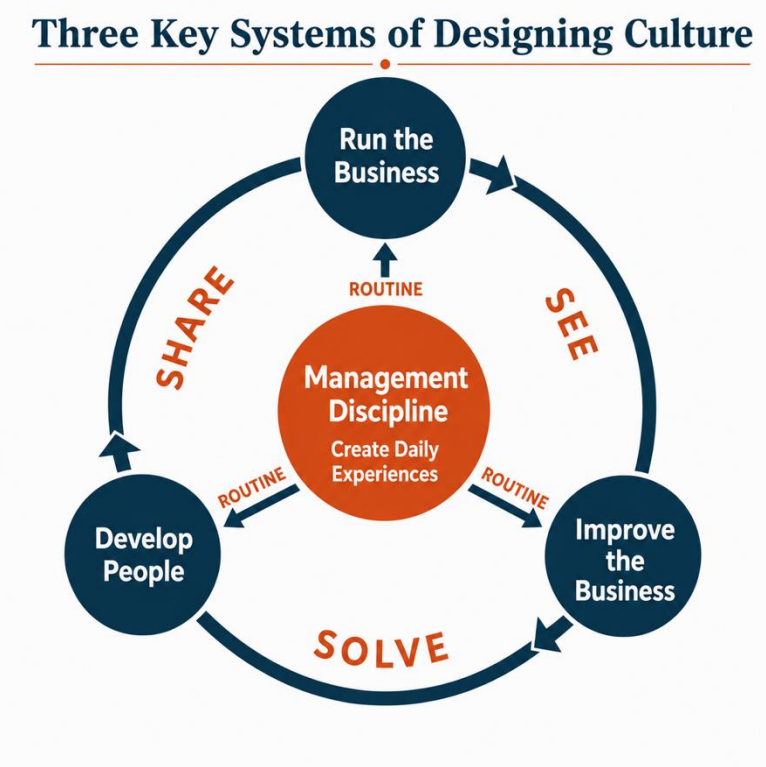




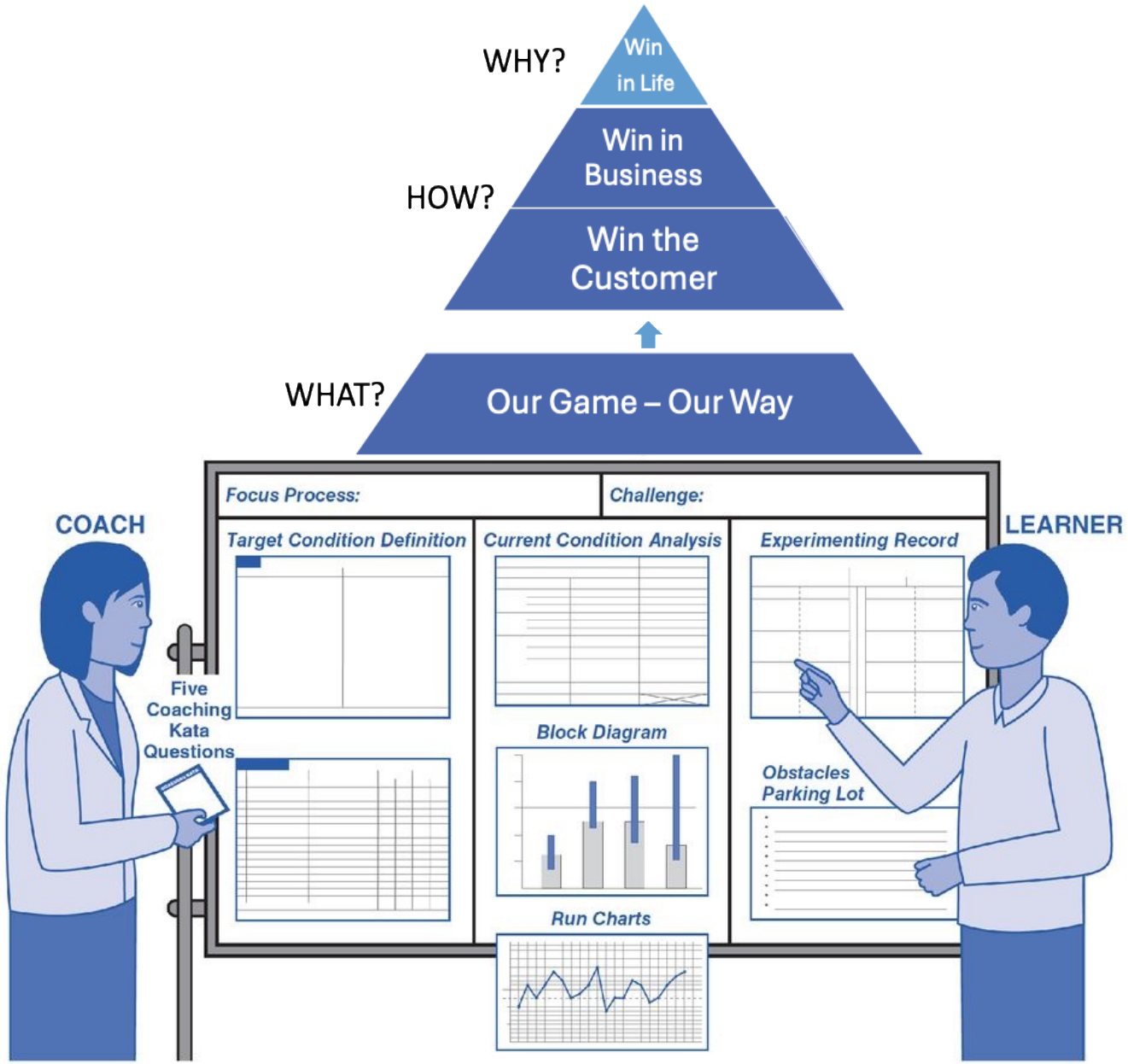
How?

Why?

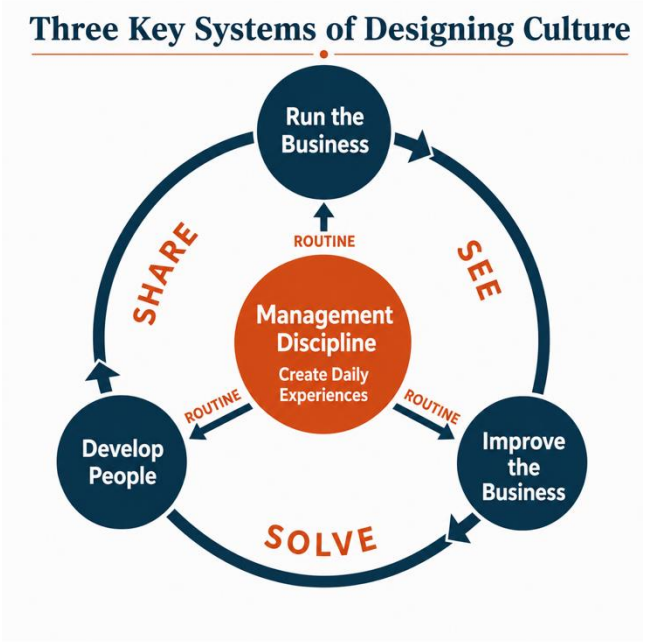
# Establish the Run the Business System

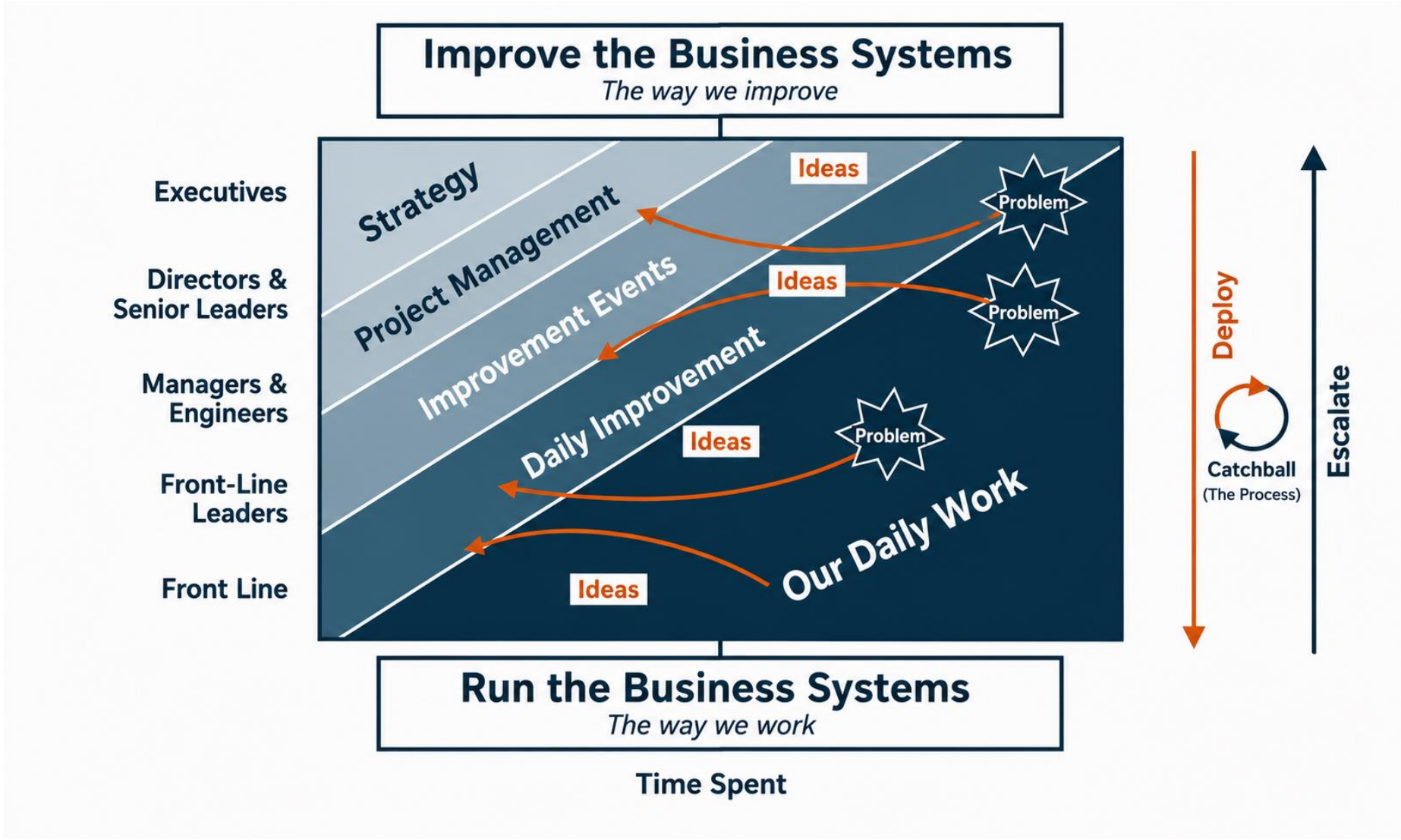



# How Do you See Winning?

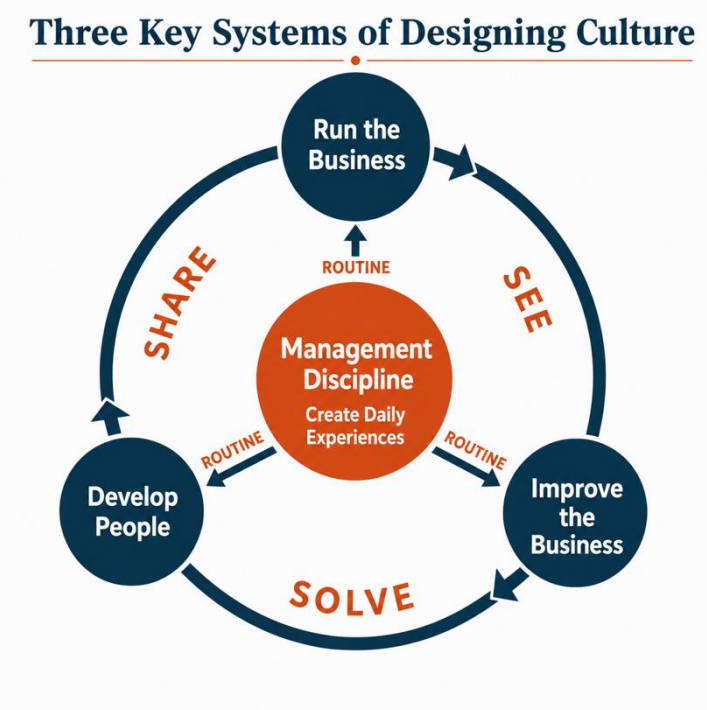


# Build a formal systems to improve the business



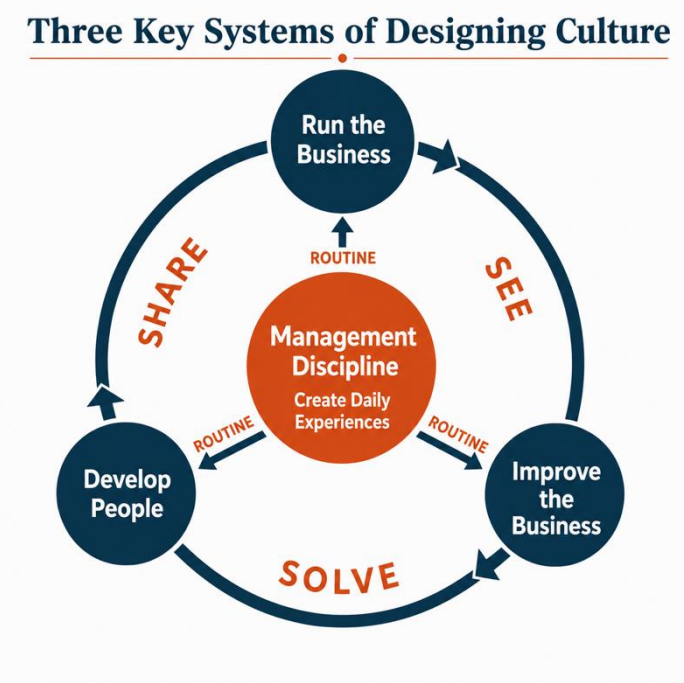



# Establish the Improve the Business System



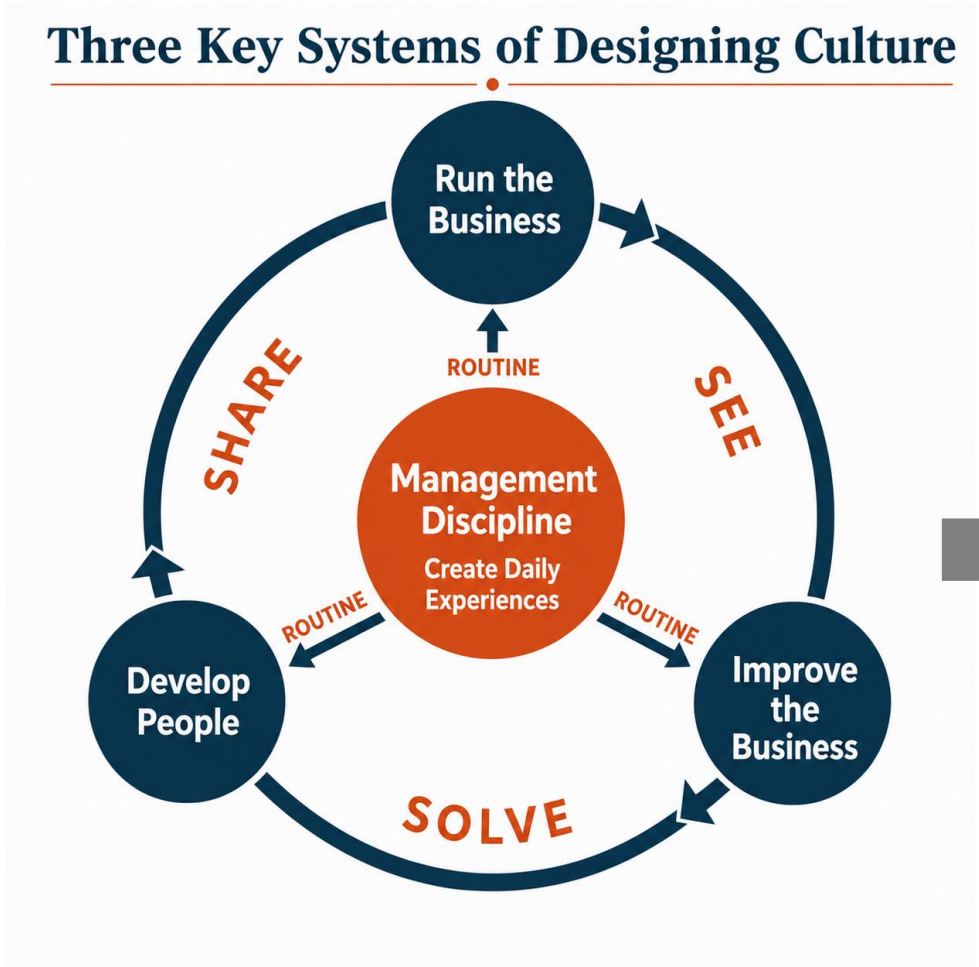

1. How do you share what we SEE?
2. How do you ideate, hypothesize and test potential solutions to SOLVE the problem?
3. How do you validate improvements?
4. How do you share, set, and celebrate?

# Establish the Develop People System



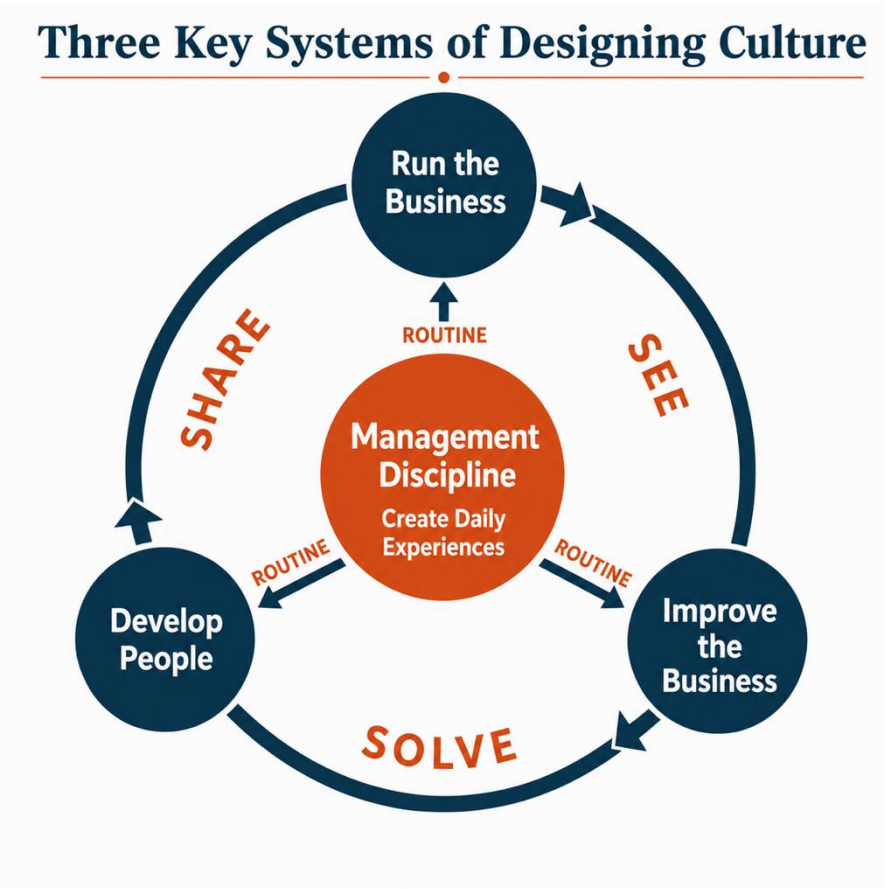

1. What skills do we need to perform at the highest level?
    1. Job Skills
    2. Waste exposing principles/tools
    3. Problem-solving skills
2. What skills gap needs to be closed?
3. How do we learn together?

# Leaders create culture through daily routines






# Leadership Process to Create Culture




1. Create Alignment
   - Winning in life? Business? Customer?
2. Create the Run the Business System
   - How do we SEE winning? Gaps?
3. Create the Improve the Business System
   - How do we solve?
4. Create the Develop People System
   - How to we learn?
5. Establish leadership routines
   - How do we pace the culture?