

THE 10 PILLARS OF VISIONARY GREATNESS



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1 KNOW THYSELF

Self-awareness + role clarity

- VIS + INT role definition
- RF Crystallizer Assessment®
- Gaps & Overlap
- Profiling Tools:
 - Kolbe®
 - Culture Index™
 - CliftonStrengths®
 - Working Genius®
- Intrinsic Genius = Competence × Joy × Drive™
- Joy / Competence Matrix™
- Visionary Wish List
- Three-Piece Puzzle
- Visionary Spectrum (Minimal → Pioneer)
- Integrator Spectrum (Operational → Thought Partner)

2 MAINTAIN WARRIOR SHAPE

Sustainable energy + resilience (Body / Mind / Spirit)

- Warrior Shape domains:
 - Body, Mind, Spirit
- Eisenhower Matrix (Important vs. Urgent)
- Present Self vs. Future Self (The Through-Line)
- Exponential Freedom Model™
- 9 Domains of Freedom™ (An Individual OS)
- Body levers:
 - Fitness, Nutrition, Sleep
- Mind levers:
 - Clarity, Cognition, Learning
- Clarity Break (Ritual + question prompts)
- Spirit levers:
 - Purpose Alignment, Integrity, Renewal, Sacrifice, Connection
- Habit design & tracking

3 SURROUND YOURSELF

Protection, leverage, and support (Shield Wall)

- Shield Wall / Phalanx metaphor
- Seven Special Posts™:
 - Integrator, Leadership Team, Assistant, Coaches/Advisors, Peer Groups/Masterminds, Family, Friends
- Culture Formula
 - Crystal Clear Expectations (Core Values + Core Seat Roles)
 - x Consistent (Leadership + Management)
- Leadership Speedometer: Seat fit × units of greatness
- Seven Special Forces™:
 - Intercession, Mentorship, Challenge, Confrontation, Encouragement, Partnership, Rescue
- Shield Wall gap analysis

4 COMMIT TO YOUR OPERATING SYSTEM

Structure fuels freedom^{1P}

- OS principles:
 - Choose one.
 - Don't waffle.
 - Commit to mastery.
- OS Ladder™:
 - Individual OS (9 Domains)
 - Visionary OS (10 Pillars)
 - V/I Duo OS (5 Rules)
 - Business OS (EOS®)
- V/I Duo OS - The 5 Rules:
 - Stay on the Same Page
 - No End Runs
 - Integrator Is Tie-Breaker
 - Owner vs. Employee Rules + Owners' Box
 - Maintain Mutual Respect
- Leader / Doer Evolver™
- Covey's P/PC balance® (Production / Capacity)
- Business OS - The 5 Tools:
 - A/C, Core Questions, Rocks, Meeting Pulse, Scorecard

5 SUPPORT YOUR INTEGRATOR

Maximize V/I Duo power

- Support definition:
 - Want them to win
 - Care personally
 - Show up consistently
 - Honest encouragement
 - Don't make the job harder
- Warning Signs: Healthy tension vs. dysfunction
- Visionary commitments:
 - Climb OS Ladder, Publicly support Integrator, Do the relationship work, Check ego, Use V/I tools quarterly
- Rocket Fuel Power Index™ (RFPI):
 - Vision Alignment, Staying in Sync, Same Page Meeting, Open & Honest Communication, Mutual Respect, Role Clarity, 90-Day Priorities, LT Engagement
- Integrator Report Card (IRC)™
- Visionary Report Card (VRC)™
- Visionary Wish List
- Integrator Mastery Forum™ / QIE®

6 THINK ABOUT WHAT YOU THINK ABOUT

Mental discipline and clarity

- Seven mindsets™:
 - Patience
 - Out to Pasture awareness
 - Gratitude
 - Intellectual Humility
 - Trust vs. Control
 - Guidance without Tampering
 - Divergent vs. Convergent
- Intellectual humility prompts:
 - Soldier vs. Scout
 - Right vs. Understand
 - Seek opposing views
 - Enjoy discovering you're mistaken
- Guidance vs. tampering
- Institutionalizing Visionary wisdom
- Diamond of Creativity™ / Diamond Necklace of Creativity™

7 WATCH OUT FOR PITFALLS

Avoid self-sabotage + build bounce

- Visionary pitfalls:
 - Bad behavior
 - Tampering
 - End runs
 - Playing Owner card
 - Imposter Syndrome
 - Feeling put Out to Pasture
 - Becoming the bottleneck
 - Isolation / loneliness
 - Bounce vs. Thud™
- Theory of Constraints (Visionary as bottleneck)
- Build-for-Bounce™ mindset

8 HELP OTHERS STRETCH

Stretch vision without breaking people

- Healthy vs. unhealthy stretch
- Vision Tree™
 - Roots = traction
 - Branches = vision
- V/TO®
 - (Vision / Traction Organizer)
- Stretch the Vision, Predict the Traction.™
- Certainty Zones: (Predict 80–100% vs Stretch <80%)
- Ledge of Conceivability™
- Pit of Inconceivability™
- Vision Expander Tool™
- Reality Distortion Field

9 GO SLOW TO GO FAST

Reduce friction → create flow → increase speed

- Poli! Poli! (slowly, slowly)
- Twenty Mile March
- Slow is Smooth → Smooth is Fast
- Friction vs. Flow
- Focus as force multiplier (sunlight vs. laser)
- Flow state: (focus → flow → results)
- Flow follows focus.
- Idea capture vs. activation
- Traffic Jam Theory™:
 - Context switching
 - Shiny objects
 - Overloaded on-ramps
- Slowing the room (meetings)
- Slowing down at home (your most important room)

10 DO NO HARM

Protect trust, momentum, and the operating structure

- No vision confusion
- No waffling
- No special exceptions (including family / favorites)
- Stop thinking out loud (or clearly label it)
- Thinking partner strategy
- Susan Scott's Decision Tree:
 - Do it.
 - Inform. (after)
 - Announce intent. (before)
 - Discuss.
- Stay out of the leaves (avoid micromanagement)