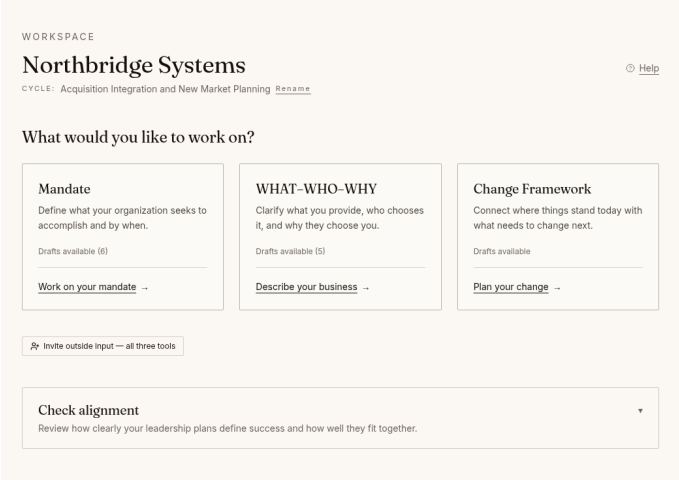
IntelliVen Leadership Workspace

A guided reading Tour · Updated October 27, 2026

Get Clear. Align. Go. Together.

Manage to Lead connects the organization's Mandate, WHAT-WHO-WHY and change story to initiatives that get owned, supported and governed. Leaders and their teams build clarity jointly, then carry it into everyday execution.



Think it through with IVOA

A continuing guide, not just a draft generator.

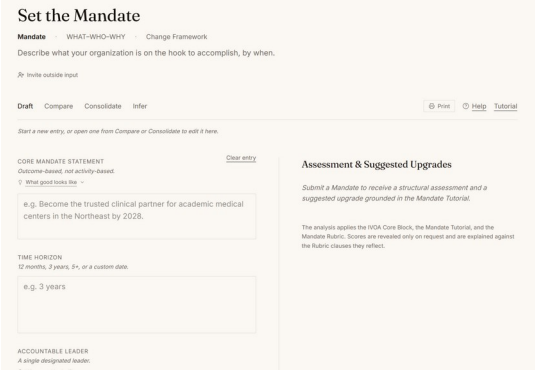
IVOA works with your Workspace context to help clarify a leadership question, assess a draft, compare perspectives and develop next steps. Keep private named conversations for each organization and return to the last-opened thread as you move between tools. Ask about this page brings the guide alongside your current work. In Design Offsite, only the conversations you explicitly select are considered, and they remain private preparation.

The workspace provides assessment, comparison, consolidation and inference against Manage to Lead rubrics. The team owns the decisions. Executive Review adds a private reflection loop: what you are trying to do, what you did, what happened and what comes next.

Get Clear: the shared change story

Mandate

Define what the organization seeks to accomplish, by when, for whom and at what scale of consequence. Assess and compare stakeholder drafts to build a charter the team can stand behind.

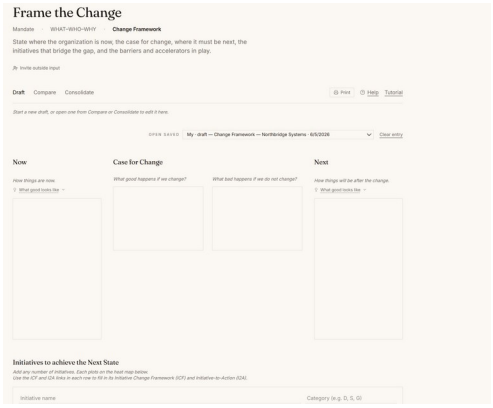


WHAT-WHO-WHY

Get clear on what you provide, who chooses it and why they choose you. IVOA assesses each answer and the integrity of the whole; inference and comparison help connect your articulation to material already in the world.

Enterprise Change Framework

Connect NOW, the Case for Change, NEXT, Initiatives, and Barriers and Accelerators into one compelling change story. NOW must be testable; NEXT must be provable; initiatives must visibly bridge the two.



Align and Go: from portfolio to execution

Initiatives, at a glance

Compare the portfolio, then open the work.

The initiative list keeps each initiative in one row, with its change description under its name. Owners, executive sponsors, ease and value scores stay alongside it. Source filters distinguish entries from people and IVOA; Open and the stacked ICF, I2A and implementation-plan links take you straight into the work.



Heat Map

Weigh ease of implementation against estimated value, with stable initiative numbers and a readable legend. Use the shape of the portfolio to decide together what to advance, defer or drop.

ICF, I2A and the implementation plan

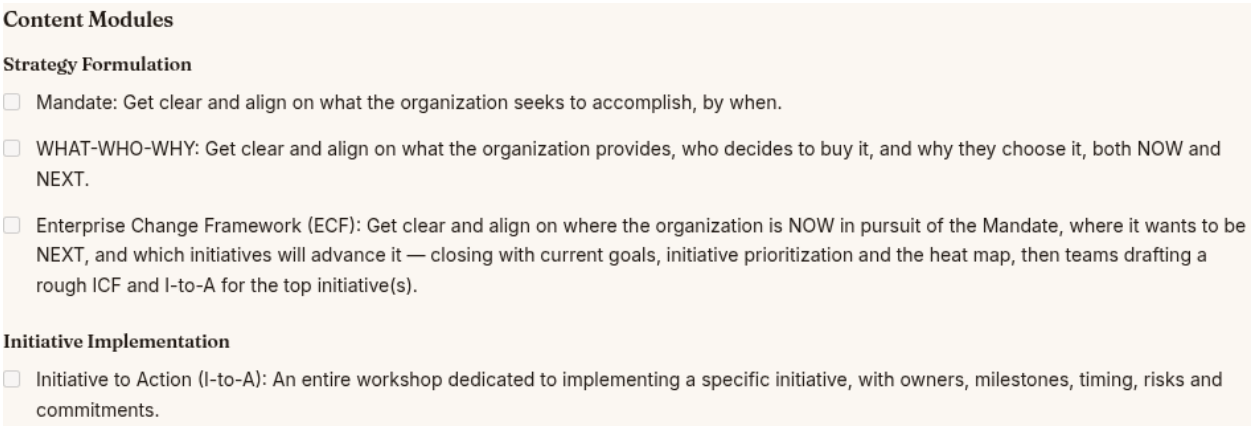
Build an Initiative Change Framework for each priority: all five boxes tell its coherent change story. Initiative to Action establishes ownership, sponsorship, milestones, measures, risks and executive governance. The generated implementation plan adds tasks and a Gantt timeline as a starting point for the owner and project manager to refine. Print initiative views with their milestones, concerns and timeline, or export the plan for further work.

Design the offsite around real work

Design Offsite

Build the meeting around your team and its actual work.

Set Logistics, Schedule and Content, then ask IVOA to generate a meeting plan using your saved Workspace information and the background materials you provide. Choose Mandate, WHAT-WHO-WHY and ECF in that order. ECF closes with goals, initiative prioritization and the heat map, then teams draft rough ICFs and I-to-A plans for the top initiatives. Choose Initiative Implementation for deeper work on a specific initiative: a compelling five-box change story, doable commitments, and executive direction, support and governance.



Content Modules

Strategy Formulation

- [ ] Mandate: Get clear and align on what the organization seeks to accomplish, by when.
- [ ] WHAT-WHO-WHY: Get clear and align on what the organization provides, who decides to buy it, and why they choose it, both NOW and NEXT.
- [ ] Enterprise Change Framework (ECF): Get clear and align on where the organization is NOW in pursuit of the Mandate, where it wants to be NEXT, and which initiatives will advance it — closing with current goals, initiative prioritization and the heat map, then teams drafting a rough ICF and I-to-A for the top initiative(s).

Initiative Implementation

- [ ] Initiative to Action (I-to-A): An entire workshop dedicated to implementing a specific initiative, with owners, milestones, timing, risks and commitments.

Preparation and schedule

Set the meeting location, participants and available sessions. Executive briefings share actions, results, learning and next plans; the leader adds a State of the Business. Choose whether to include one-on-one interviews. Existing Workspace inputs and uploaded background material inform the plan; personal conversations are considered only when explicitly selected.

The opening moves from welcome and agreed ground rules to appreciative accomplishments and forward-looking rounds, then the leader’s State of the Business. The closing records commitments with owners, confirmed read-back and agreed check-ins.

Exercises that support the program

Choose the team exercises

A purposeful rhythm, not a block of exercises at the end.

Tick Role Clarity, Personal Shield, Stick Figure of a Leader in Action or Tennis Ball Team Challenge. IVOA intersperses the selected exercises with content where they serve the program best. Add Manage to Lead modules and propose ground rules for the team to discuss, adjust and agree together. Collective leadership—not representing a constituency—leads the standard ground-rule list.

Team Exercises

- [ ] Role Clarity
  Each executive hears what colleagues see them as good at, what the team counts on them to do, and their best advice.
- [ ] Personal Shield
  Each person draws a five-part shield about themselves and shares what they choose, so the team gets to know one another.
- [ ] Stick Figure of a Leader in Action
  Small groups combine individual drawings into one picture of a leader in action, then debrief how they actually worked together.
- [ ] Tennis Ball Team Challenge
  The standing group passes a ball through everyone's hands as fast as it can, then debriefs what changed and who did what.

Illustrated facilitation guides

The selected exercises retain their static reference pictures. Personal Shield includes its sample shield; Role Clarity includes sheet examples; Stick Figure uses three drawings, not the instruction or discussion slides; Tennis Ball includes its rules picture.



Stick Figure debrief: which actions were evidence of leadership? Helicopter up, see yourself in action and choose how to act in the group’s best interest. Would anyone act differently next time, and how does this relate to everyday work?

A meeting plan the leader can shape

Review, revise and use the meeting plan

A working plan the leader can shape.

The plan includes preparation, a timed agenda and facilitation guides. Each guide identifies when its activity appears; content modules come first in agenda order, followed by exercises in their agenda order. Static exercise pictures appear with their guides. Edit plan saves your wording as a new version; Revise with IVOA lets you discuss changes before generating another version. Approve plan records approval of that exact version without sending it to participants. Print / Save as PDF includes the plan and its pictures, with major sections on new pages—not private preparation, discussion or source snapshots. Times use US clocks such as 1:00PM.

From review to a working session

Use Plan, Discuss and Versions to review the latest proposal, ask questions and revisit earlier versions. Generate meeting plan creates a new version; Check for newer saved version only rereads what is already saved. Changing inputs or the proposal calls for fresh approval. Approval records the leader’s decision; it is not participant sharing.

Keep the throughline alive

After the meeting, return to the same Workspace to refine the change story, strengthen initiative implementation and govern progress. IVOA stays alongside the work rather than leaving the team with a photographed whiteboard.

Watch or read the Tour: https://workspace.intelliven.com/tour

Try the three Core Tools or talk to IVOA from the Tour. Bring your case and start where you are.