



LOWISZ
LEADERSHIP
INSTITUTE

POWERED BY GUIDE, DON'T DRIVE™
THE HUMAN PERFORMANCE OPERATING SYSTEM™

Executive Overview

*Lowisz Leadership Institute · Install behavior
that holds under pressure. Install, don't train.*



POWERED BY
GUIDE DON'T DRIVE™

Lowisz Leadership Institute · 734.521.2800 · leaders@lowiszleadership.com · lowiszleadership.com

Executive Overview

Your leaders know what to do. Under pressure, they don't do it.

Every leader in your organization has been through some version of leadership development. They can describe what good looks like. Then a deadline tightens, a client escalates, money gets tight - and they revert. They step in. They soften the standard. They rescue. Every time. That is not a knowledge problem. It is a behavioral governance problem, and training has never solved it.

Guide, Don't Drive™ is the Human Performance Operating System™: the system that installs how people and organizations behave when pressure rises, so performance becomes predictable and stops depending on heroics. Lowisz Leadership Institute installs it in your leaders.

Every organization runs on two engines. Most build only one.

What organizes the work	What decides whether it holds
Structural Engine - strategy, goals, scoreboards, roles, decision rights. Creates clarity. EOS, OKRs, Scaling Up live here. Most organizations invest only here.	Behavioral Engine - how leaders behave under pressure: ownership, standards, recovery. Almost no one installs this on purpose. We install it harder than anyone.

The 6-Step Performance Engine™

Inside the Behavioral Engine is the mechanism that produces performance. Each step produces the next. Skip one and the engine breaks.

- 1 Winning**
One Primary Score, one Financial Indicator, guardrails. Winning is yes or no.
- 2 Identity**
Who leaders must be when pressure rises - the behavioral standard.
- 3 Behavior**
Observable, measurable actions that produce outcomes. Not values - behaviors.
- 4 Tolerance**
What leaders allow becomes culture. Every tolerance named and reset weekly.

5 Standards

What is enforced and protected. Visible, same-day, co-owned by the team.

6 Performance

Predictable results. When the first five hold, performance stops depending on heroics.

This is not training. This is installation.

Training	Installation
Creates insight; changes what people know.	Creates consistency; changes what people do.
Fades under pressure; needs re-engagement.	Holds under pressure; self-sustaining through governance.
Completion = attendance.	Completion = behavior demonstrated without prompting.

Two ways to install it

Organization-wide	Leader + team
Enterprise Installation - the full behavioral engine, installed organization-wide across phases and governed weekly through Monday Morning Implementation™.	Team Installation - the same system installed in an individual leader and their direct team, on a shorter path.

Either way, it advances only when behavior is demonstrated - not on a calendar - and it ends when the system runs without the installer.

The proof

2,000+

Leaders installed

200+

Organizations served

90%

Client retention

40%

Avg. turnover reduction

Trusted by leaders at General Motors · Old National Bank · Plante Moran · Comerica Bank · BorgWarner · Aon · Barton Malow · American Cancer Society.

Figures are representative of installations across banking, manufacturing, healthcare, and professional services and should be verified before external use. Created by Steve Lowisz.

START HERE

See exactly where your behavioral engine is breaking.

Most leadership problems are system problems wearing an individual's face. A Drift Audit reads where behavior bends under pressure - across the six dimensions that determine whether your system holds - and maps the install path that fits your current state.

Start with a Drift Audit → lowiszleadership.com · 734.521.2800