



LOWISZ
LEADERSHIP
INSTITUTE

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

The Four Guides™

*Lowisz Leadership Institute edition · The
map of what we install in your leaders.*



POWERED BY
GUIDE DON'T DRIVE™

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The Four Guides™

Guide, Don't Drive™ is the Human Performance Operating System™. It installs four disciplines - the Four Guides. **Guide Yourself** is the foundation. The other three are how the one engine is applied: leading, developing, and selecting.

Lowisz Leadership Institute is the installer of two of them for privately held and founder-led organizations: **Guide Leader** (how leaders operate under pressure) and **Guide Others** (how leaders develop people instead of rescuing them). Start where the pressure shows first - usually leadership - and your result names which Guide, and which door, you need next.

Guide Yourself

the foundation

THE QUESTION

Who am I under pressure?

WHAT IT GOVERNS

Identity and composure - the default behavior you revert to when conditions get hard, before you decide what to do.

WHEN INSTALLED

Leaders hold their behavioral standard under stress instead of reacting from their own pressure.

INSTALLED BY

The entry point for everyone - the diagnostics layer (GuideType™, Drift Check™). Installed first, in every leader.

Guide Leader

operating

THE QUESTION

Do my leaders hold the standard?

WHAT IT GOVERNS

Leadership behavior, tolerance, and recovery. Ownership stays where the work lives instead of escalating to you.

WHEN INSTALLED

Decisions stay two levels down. Standards hold when you leave the room. Problems surface early.

INSTALLED BY

Lowisz Leadership Institute (non-banking) · Community Bankers Institute (banking).

Guide Others

developing

THE QUESTION	Am I building capability or dependency?
WHAT IT GOVERNS	Coaching and development. Building people who perform without you in the room - replacing the rescue instinct.
WHEN INSTALLED	Leaders guide thinking instead of fixing problems. The team grows capacity instead of leaning on heroes.
INSTALLED BY	Lowisz Leadership Institute and Community Bankers Institute (coaching discipline); Recruitment Education Institute (teaching it).

Guide Selection

selecting

THE QUESTION	Does every hire strengthen the system?
WHAT IT GOVERNS	Hiring and promotion discipline. Every candidate evaluated through the engine so every hire sets the right tolerance.
WHEN INSTALLED	Roles defined by outcomes. Results-Based Interviewing™ replaces gut-feel. Speed never excuses the decision.
INSTALLED BY	Qualigence International and Qualigence Staffing; taught by Recruitment Education Institute.

How they fit together. Guide Yourself is the foundation. Guide Leader, Guide Others, and Guide Selection are the three applications of the one engine - run, develop, select. Install one discipline and the others have something to stand on. Install all four and performance stops depending on heroics.

WHERE LOWISZ LEADERSHIP INSTITUTE INSTALLS

We install the two Guides where pressure hits leadership first.

Guide Leader and Guide Others are how the operating system lands in your leaders - so ownership stays local, standards hold when you leave the room, and your people grow capacity instead of leaning on a few heroes. That is the install. Everything else is a door into the same engine.

Start with a Drift Audit → lowiszleadership.com · 734.521.2800