



EOS APAC Conference 2026, Sydney

August 28, 2026



Graphic Recordings

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BETH FAHEY

ROLLOUT WORKSHOP

EQUIPPING YOUR TEAM WITH THE TOOLS & KNOWLEDGE TO BRING YOUR VISION TO REALITY.



OPEN and HONEST

ROLLING OUT EOS IS USUALLY A TWO-YEAR JOURNEY



DEPARTMENT L10 MEETINGS

WEEKLY?
BI-WEEKLY?
MONTHLY?

YOU DO YOU.

YOU'RE GOING TO BE RUNNING ON EOS FOREVER...



THE LEADERSHIP TEAM MUST BE COMMITTED TO THAT.

80% ROCKS COMPLETED

90% TO-DOs COMPLETED

AN INTERNAL IMPLEMENTER COULD FACILITATE DEPARTMENTAL SESSIONS.

DEPARTMENT LEVEL...



CREATING AN ENVIRONMENT OF ACCOUNTABILITY

QUARTERLIES
ANNUALS

QUARTERLY STATE OF THE COMPANY MEETING



ROLLOUT IS A JOURNEY, NOT AN EVENT

EOS APAC CONFERENCE 2026

SYDNEY, 28 AUG 2026

CORE VALUES SHOULD BE...



CORE PROCESSES SHOULD BE...



GET YOUR ROLLOUT NAILED ... SO YOU CAN LIVE YOUR EOS LIFE!

EVERY ROLLOUT NEEDS A PLAN...

1. APPROACH / TIMELINE
2. CLARIFY ROLES / RESPONSIBILITIES
3. PLAN COMMUNICATION
4. SIMPLE & FLEXIBLE

CONTENT needs CONTEXT

THE VISIONARY IS WORKING ON THE BUSINESS EVERY DAY...

... BUT THE TEAM IS NOT. THEY NEED REMINDING.

BE A TEACHER.

PEOPLE NEED TO HEAR THINGS 7 TIMES! BEFORE IT STICKS

DON'T BE WIMPY!

PEOPLE NEED TO FEEL SOME DISCOMFORT TO MAKE A CHANGE.

THE DIFFERENCE BETWEEN A ... VISIONARY AND AN INTEGRATOR

BIG IDEAS
BIG PICTURE

LOVES SYSTEMS,
PROCESS



SCAN FOR A DIGITAL COPY!

VISUAL NOTES
BY sketchgroup.com

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DAN WILLIAMS

LEADERSHIP
+
MANAGEMENT
=
ACCOUNTABILITY

ON THE BUSINESS
IN THE BUSINESS
BY-PRODUCT

EOS ASIA PACIFIC CONFERENCE 2026

SYDNEY, AUG 28 2026

5 PRACTICES OF GREAT LEADERS

GIVE CLEAR DIRECTION

PROVIDE NECESSARY TOOLS
(INCLUDING YOUR TIME)

LET GO OF THE VINE

ACT WITH THE GREATER GOOD IN MIND

TAKE REGULAR CLARITY BREAKS

DELEGATE
&
ELEVATE

EVERY
MESS
IS A
DECISION

WHAT YOU TOLERATE IS WHAT
BECOMES STANDARD PROCEDURE

5 PRACTICES OF GREAT MANAGERS

KEEP EXPECTATIONS CLEAR

COMMUNICATE WELL (BOTH WAYS)

HAVE THE RIGHT MEETING PULSE

I'M HAVING QUARTERLY CONVERSATIONS

REWARD AND RECOGNIZE

GET
WANT
CAPACITY

TRANSPARENCY

WHAT DID EOS
CHANGE IN
YOUR BUSINESS?

THE L10 STRUCTURE
WAS LIBERATING...
AND THE SCORECARD
WAS A GAMECHANGER

ISSUES
(AND OPPORTUNITIES)

YOU SHOULDN'T
BE IN A SALES
SEAT

I THINK
WHAT THIS
ISSUE DISCUSSION
IS TELLING US IS...

MANAGING
NEURODIVERGENCE

...OR AN
OPERATIONS
SEAT!

DISC PROFILES

YOU SHOULDN'T
BE DOING LMA!

IDENTIFY
DISCUSS
SOLVE

BUT...
WHAT ABOUT
YOUR BAU?

I'M GOING
TO FORGE
AHEAD ON
MY ROCK!

TRANSFORMATIVE
CHANGE

VISIONARY

SIFTING
THROUGH THE
STREAM OF
IDEAS

TO-DO:
SCORE THE
SOLUTION

TRUST

HAVING
ROCKS LIFTED
ACCOUNTABILITY
AND TRUST

STRUCTURE

EOS HELPED
US HAVE BETTER
QUALITY MEETINGS

PROFITABILITY vs. GROWTH

IF YOU'RE NOT
GOING TO DELIVER
YOUR ROCK BEFORE
YOUR PROBATION
PERIOD IS UP,
THAT'S IT I'M AFRAID!

ROCKS



SCAN FOR
A DIGITAL
COPY

CAMERON OGILVIE

LISA KELLIHER

JACQUI ALLEY

NIKI TRIMBOLI

PANEL: SOLVING the RIGHT ISSUES EVERY WEEK

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SONYA JURY

CONNECTING THE EOS DOTS

ORGANISATIONS
RUNNING ON EOS
START OFF

TRANSACTIONAL
AND BECOME
TRANSFORMATIONAL

TO BE OF
IMPORTANCE TO
OTHERS IS TO
BE **ALIVE**
T.S. ELIOT



USE ASSESSMENTS
(eg. KOLBE) TO
IMPROVE COMMUNICATION



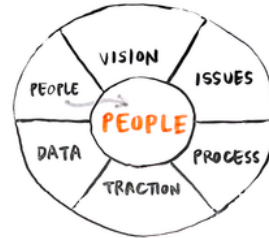
NOTICED AFFIRMED NEEDED
MATTER



SCAN FOR A
DIGITAL COPY



WIIFM?



DO YOUR
JOB!



THEORY
X

I SEE YOU AS A
HUMAN... WHAT
DO YOU NEED TO
DO YOUR JOB
BETTER?



THEORY
Y



I'D NEVER
THOUGHT ABOUT
MY PLUMBING
JOB AS MAKING
A DIFFERENCE
IN THAT WAY...



WHAT'S IN IT
FOR THEM?

THINKING ABOUT
PEOPLE ISSUES...

ARE THEY
A **VALUES**
FIT?

WHAT IS
THEIR **WHY**?

DO YOU SEE
THEM AS A **HUMAN**?

YOUR PEOPLE
MATTER...

... **SHOW THEM**
THAT THEY
MATTER!

CONNECT
THE
DOTS
FOR
THEM!

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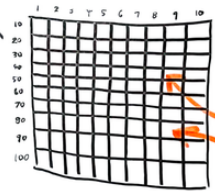
EOS LIFE



THE NEED TO JUSTIFY YOUR EXISTENCE IS AN ADDICTION BORNE FROM CHILDHOOD TRAUMA

THIS IS ALL ABOUT YOU.

WOW - LOOK AT WHAT WE'VE BUILT HERE!



MARK THE AGE YOU'RE PROBABLY GOING TO HAVE TO PAUSE THINGS BACK

EOS CONFERENCE 2026 ASIA · PACIFIC

AUG 26

THE 10 DISCIPLINES



PODCAST
SHED & SHINE



WHAT ARE YOU GOING TO DO ABOUT IT?

1 10-YEAR THINKING

FORCES YOU TO SLOW DOWN

2 TAKE TIME OFF

DON'T FEEL GUILTY!

3 KNOW THYSELF



4 BE STILL

30 MINUTES EVERY DAY

5 KNOW YOUR 100%

6 SAY NO... OFTEN

WE'RE GUNNA-ONE-DAY!

7 DON'T DO \$25/HR WORK

8 PREPARE EVERY NIGHT

9 PUT EVERYTHING IN ONE PLACE

10 BE HUMBLE

BECOME YOUR
TRUE SELF

CONNECT

LEARN

STRENGTHEN

SCAN FOR
A DIGITAL COPY



VISUAL NOTES BY
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If you had a
MAGIC WAND,
what's **ONE THING**
you would
CHANGE
about your **BUSINESS**?

ARTICULATE
ONE
MESSAGE



ENTER HERE



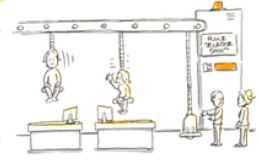
THE ABILITY
TO BE **BETTER**
LIFE-STYLE



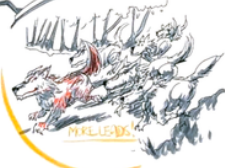
ACCOUNTABILITY



WE SAY NO
NO MONEY

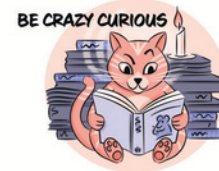
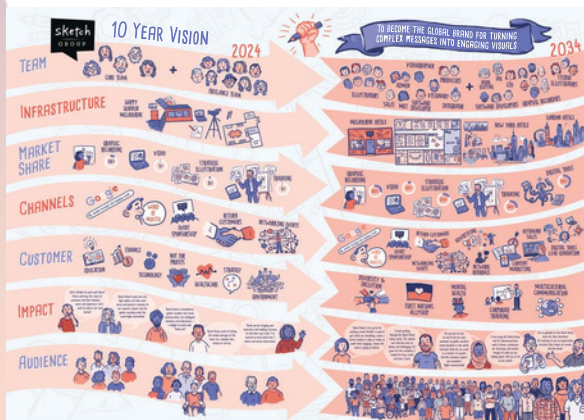


CLARITY



Get **VISIBILITY** over your business

The Visual Operating System (VOS™) makes EOS visual – helping you to align your team, your goals, and your vision.



Visualise your 3-Year
Picture™ or 10-Year Target™

Sketching your company values
for clarity and team alignment

Engage customers or employees
with compelling campaigns



Find out more at sketchgroup.com