ONTHEGROW LEADERSHIP

Leadership as Infrastructure™

ONTHEGROW LEADERSHIP · THE FIRST 90 DAYS

Prove It on One Process. Then Scale What Works.

The 90-day program from *AI Will Scale Good Leadership and Bad Leadership*, run with your HR team on one high-visibility process. Every instrument used once. Your team learns the method by doing it, and then runs it on the next process without us.

> **Day 90: "This works. Here's the data. Here's what scales next."**

THE PROBLEM

Your plan assumes AI gains. Nobody has redesigned the work to deliver them.

- AI spend with no measured return
- Agents running with no named owner
- A board or diligence question nobody can answer
- Every function reinventing it alone

WHAT YOU WALK AWAY WITH

1. One process redesigned end to end, every task assigned to Human, Assist, Automate, or Agent
2. Agent job descriptions and named owners for the rules that matter
3. An enablement council chartered and running
4. Before-and-after cost and capacity data, ready for the board

THE METHOD

1 Decode	2 Redesign	3 Scale	4 Embed	5 Execute
See the work first	*Decide who does what*	*Without scaling what is broken*	*Make it the way work gets done*	*Put the operating model to work*

THE 90 DAYS: ONE PROCESS, EVERY INSTRUMENT ONCE

DAYS 1 TO 30 · SEE

- Work inventory and taxonomy
- Work Assignment Matrix workshop
- Knowledge Readiness Test
- Agent inventory and baseline pulse

DAYS 31 TO 60 · GOVERN

- Flagship Agent Job Description
- Named owners on rules that touch pay
- Capability scenarios with HR leaders
- Enablement council stood up

DAYS 61 TO 90 · MOVE

- Pilot process fully redesigned
- Manager Readiness Review
- GROWTH Execution Model™ meeting rhythm installed
- Pulse rerun beside the efficiency numbers

THE OFFER

90 days, one process, one function

- Every instrument from the book, used once, on your work
- HR team trained by running it, book included
- Remote or onsite. Travel billed at cost.
- Additional processes mapped alongside the pilot and taken live after it passes readiness review
- Call for pricing at onthegrow.ai

BUILT FOR

Lean HR teams at midsize companies, 250 to 2,000 employees, including private equity-backed ones. Sponsored by the CEO, CHRO, or operating partner who needs one repeatable method, not another pilot.

AFTER DAY 90

Your team runs the next process. In a portfolio, the method rolls to the next company with the same instruments and the same council charter.

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