



HorizonOS™

The people-centered operating system for aligned business growth

Install HorizonOS™ to align people, purpose, processes, and performance. Think of it as a set of interlocking building blocks: each module—Compass, Blueprint, Cadence, Structure, Allies, Coachline, and Academy—connects cleanly and also stands alone. Pick the blocks you need now, stack more later, or rearrange as priorities change—without tearing down what already works.

The Products

Compass™ (Listening & Feedback Loops)

Rapid diagnostics: stakeholder interviews, pulse surveys, and voice-of-employee/customer loops. Delivers a crisp baseline, priority map, and people/process risk indicators.

Blueprint™ (Organization Design, Strategy, Business Logic Modeling)

Define roles, spans/layers, and cross-functional ways of working. Clarify how work flows so teams move faster with fewer handoffs. Co-build strategy, objectives and key results, and logic models that tie outcomes to behaviors and metrics—so the plan is clear, measurable, and fundable.

Cadence™ (Execution & Operating Rhythms)

90-day sprints, meeting architecture, dashboards, and scorecards that make progress a habit and keep teams accountable.

Allies™ (Multi-Sector Partnerships)

Design and stand up coalitions. Clarify shared value, governance, partner MOUs, and performance measures to unlock external leverage.

Coachline™ (1:1, Team & Group Coaching)

Leader and team coaching using strengths, 360s, and practical behavior-change plans. Turn strategy into everyday leadership habits.

Academy™ (Training & Workshops)

Workshops on strategy execution, change leadership, decision-making, collaboration, and communication—built for Monday-morning application.

Program Tiers

Waypoint (6–8 weeks) — *Compass™ + Blueprint™*

- Diagnostic report & priority map
- 12-month strategy and OKRs
- Executive brief with quick-win roadmap

Ascent (12–16 weeks) — *Waypoint + Structure™ + Cadence™*

- Organizational design (roles, workflows, decision rights)
- Operating rhythm playbook & governance model
- First 90-day execution sprint and dashboard

Summit (6–9 months) — *Ascent + Coachline™ + Academy™ + Allies™*

- 2–3 execution cycles and an outcomes/impact report
- Leader coaching plans & skill labs
- Partnership framework (MOU templates, success metrics)