Fulcrum Point

Service outline

Executive Sessions.

A facilitated session for your leadership team. Lorne closes the gap between the strategy on the table and the one initiative that moves first, with the team committed and a 30-day review locked in before anyone leaves the room.

For

Leadership teams. CEO, COO, CFO, CHRO, CSO, plus one tier below.

Format

Four hours, half-day, or full-day. In-person preferred.

What it is for.

A facilitated session that closes the gap between the strategy on the table and the one initiative that moves first.

Why clients book it.

When the leadership team agrees on the strategy but cannot agree on what moves first.

When the strategy is agreed and the first move is not.

Leadership teams book this when they have a strategy on paper but cannot close the gap between planning and execution. The session can run in as little as four hours. It produces one or more Priority Initiatives, individual commitments, and a 30-day review cadence put into the calendar before anyone leaves the room.

The method: Execution-Led Facilitation.

Lorne uses a structured execution-planning approach drawn from mission-led leadership and from his practice of Strategic Doing. It's built for leadership teams that work across functions and cannot rely on hierarchy alone to force alignment. Four phases.

Phase 1

Situation Analysis

The team maps what it already has: the 'assets', capabilities, relationships, and resources present in the organization. The session starts with what exists and what's already working, not with what has to be acquired or built.

Phase 2

Main Effort Identification

Competing priorities are assessed on a simple impact-and-effort view. The team isolates the single initiative with the highest strategic impact and the lowest barrier to execution. In other words, the one task that, once achieved, makes progress possible across everything else.

Phase 3

Priority Initiative

That initiative becomes the Priority Initiative, with a clear scope, named owners, and a measurable outcome. It's a live initiative that can begin after the session, not a pilot program.

Phase 4

Commitment and Review Lock

The team commits to a 30-day action plan and meeting cadence with individual commitments, and books the review meeting before the session ends. Accountability sits in the calendar.

What you leave with.

On the day

- One Priority Initiative, scoped and assigned
- A clear action plan with individual commitments
- A scheduled 30-day review cadence
- Alignment on the most critical goal for the business

After the session

- A 30-day follow-up pack and weekly check-in template
- An Action Guide for the priority goal
- An optional 30-day debrief call with Lorne

What this is not.

This isn't a full sustainability strategy. The session puts a strategy you already have to work. If your organization hasn't yet defined its sustainability commitments, book a Strategy Call first and we'll scope a different starting engagement.

Format and investment.

Length

Four hours minimum, or full-day and extended formats.

Mode

In-person preferred for the first engagement. Virtual works for distributed leadership teams.

Group size

Eight to fifteen senior leaders. CEO, COO, CFO, CHRO, CSO, plus one tier below.

Location

International delivery across Asia Pacific.

Investment

Confirmed on the Strategy Call.

Common questions.

Why eight to fifteen people?

Below eight, the Situation Analysis has too little to draw from. Above fifteen, the group is too large to reach a clear main effort without fragmenting. If you have more than fifteen leaders to align, we run two parallel sessions with a synthesis meeting.

What preparation do we do?

A short pre-session brief and a questionnaire. Selected interviews with key participants are strongly recommended. A list of attendees and roles.

What usually happens after the 30-day review?

Most clients book a Departmental Training to take the Priority Initiative deeper into one function. Some commission a Workforce Briefing series to build execution capability more broadly. The Session is the entry point, not necessarily the whole engagement.

Can we run this virtually?

Yes. Same four phases, same outputs. We recommend in-person for the first session because the Situation Analysis produces richer results when the team is in one room.

Your speaker.

Lorne Michael Cousins

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Lorne Michael Cousins has spent twenty-five years inside corporate sustainability across China and the Asia-Pacific, as environmental auditor, sustainability consultant and leadership strategist. He is Senior Fellow and Council Director at The Conference Board, Asia, founder of Fulcrum Point Sustainability Consulting in Shanghai, and a Founding Member of the Sustainability Directory.

He holds an MEM from UNSW Sydney, a BA from UBC Vancouver, and Practitioner status with IEMA. Accredited Advisor, Future-Fit Business Benchmark.

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