

Radical Ownership

Clearing the Bottleneck Paradox for Leaders in the AI Era

EUEE 2025

Lisa Hale—Founder
Focused Leadership Consulting





GAP



GAP

**CURRENT
RESULTS**



DESIRED
RESULTS

GAP

CURRENT
RESULTS

The Gap



The Gap

Every entrepreneur grapples with the gap between their
vision and **reality**



The Gap

Every entrepreneur grapples with the gap between their
vision and **reality**

It's not about intelligence or strategy—it's about three invisible choices
we make daily



The Gap

Every entrepreneur grapples with the gap between their
vision and **reality**

It's not about intelligence or strategy—it's about three invisible choices
we make daily

When something is not the way you want it to be—Do you run
toward the problem? Or do you run away?







Closing the Results Gap



Closing the Results Gap



Closing the Results Gap

Radical Ownership



Closing the Results Gap

Radical Ownership

You don't avoid
You don't confront
You are present

Let's break down the three choices



Choice #1

Evan



Evan



Fear



The Talent Fire Drill

Evan built his company on loyalty—'we take care of our own.' But when his project manager quit mid-launch, everything stopped.



Mom



Mom

Fear



Me

Fear



My Least Proud Mom Moment

I was committed to healthy relationship, and a healthy emotional environment, but when my self-concept was challenged—I lost it

Seth



Seth

Fear





Seth's AI Decision Paralysis

The Questions That Flood In



Seth's AI Decision Paralysis

The Questions That Flood In

- Where do I start?



Seth's AI Decision Paralysis

The Questions That Flood In

- Where do I start?
- What if it breaks something?



Seth's AI Decision Paralysis

The Questions That Flood In

- Where do I start?
- What if it breaks something?
- What if I look stupid?



Seth's AI Decision Paralysis

The Questions That Flood In

- Where do I start?
- What if it breaks something?
- What if I look stupid?

EGO

FEAR

The First Critical Choice

Fear



The First Critical Choice

Fear

Love

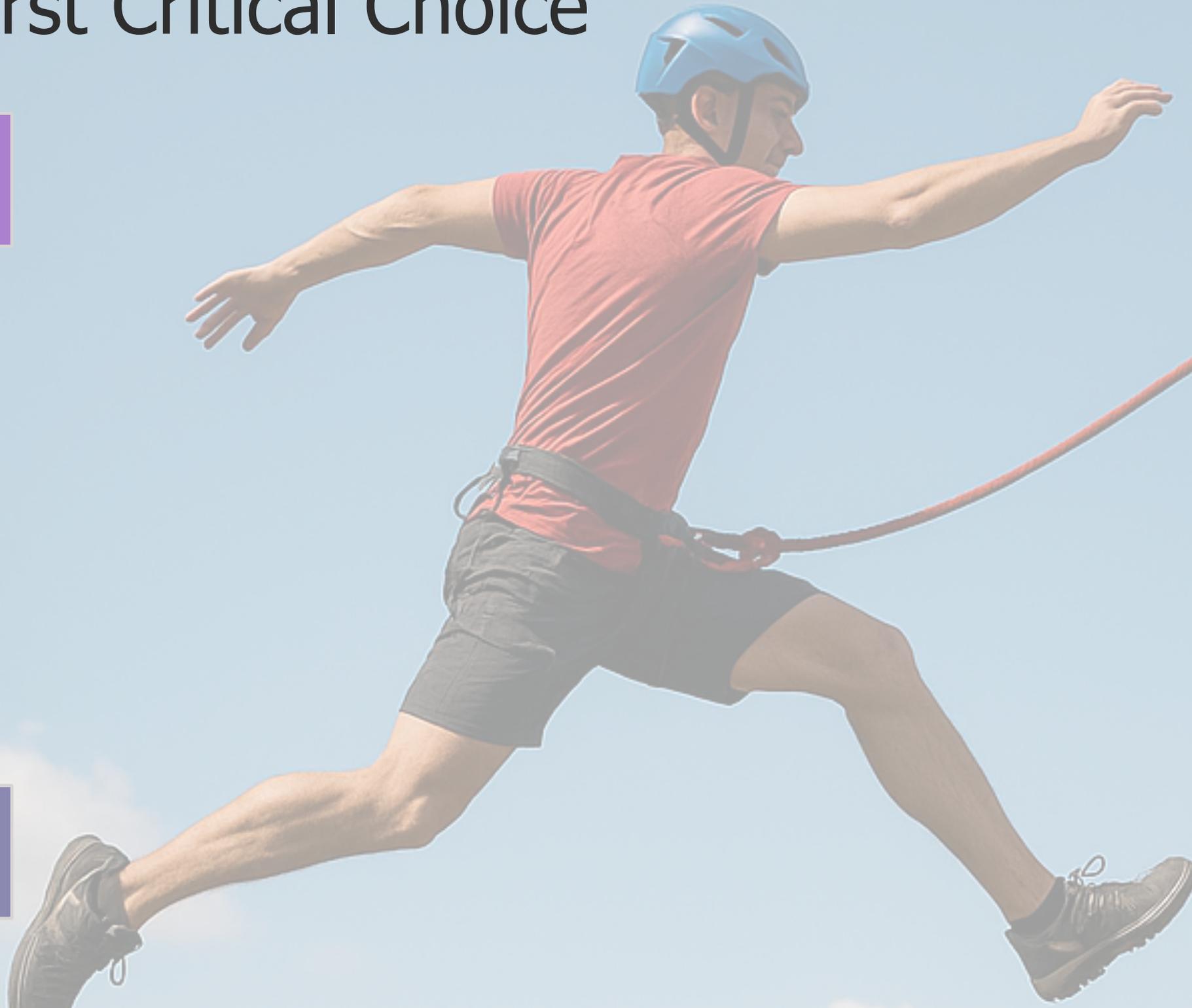


The First Critical Choice

Love



Fear



Love isn't soft

It's structural

Love is the precondition for the next two critical choices



The Second Critical Choice



Choice #2



The 'One More Thing' Email

Raj stayed up past midnight 'just cleaning up' one client deck

He called it **excellence**

His team saw it as mistrust

Hiding

The 'One More Thing' Email

Raj stayed up past midnight 'just cleaning up' one client deck

He called it **excellence**

His team saw it as mistrust

EVEREST

LEGAL SOLUTIONS



Jill

EVEREST

LEGAL SOLUTIONS

Hiding

The Contract Compromise

Jill swore she'd never discount again. Prospect pushed. She caved—15% off 'just to close.'

That night she couldn't sleep—she'd devalued her own conviction



Kara



Kara

Hiding





The Burnout Lie

Kara stood onstage accepting 'Entrepreneur of the Year'

Texted her COO backstage: "Tell the team I'm proud. Heading to the ER."

Hiding Our Vulnerability

Makes us weaker individually; and it also makes our teams weak.

Every time a leader hides truth, the organization learns to do the same



The Second Critical Choice

Hiding



The Second Critical Choice

Hiding



Truth

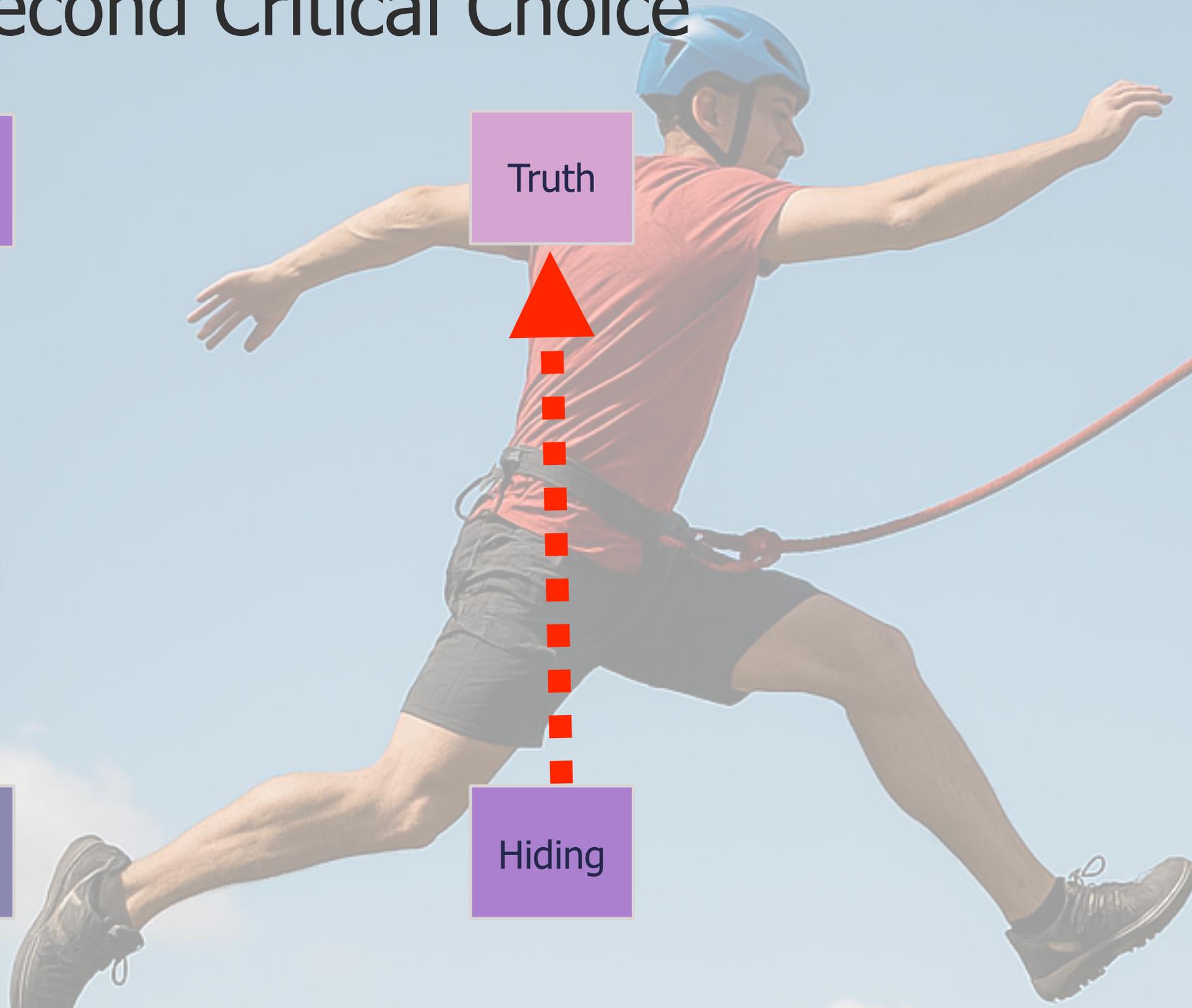
The Second Critical Choice

Love

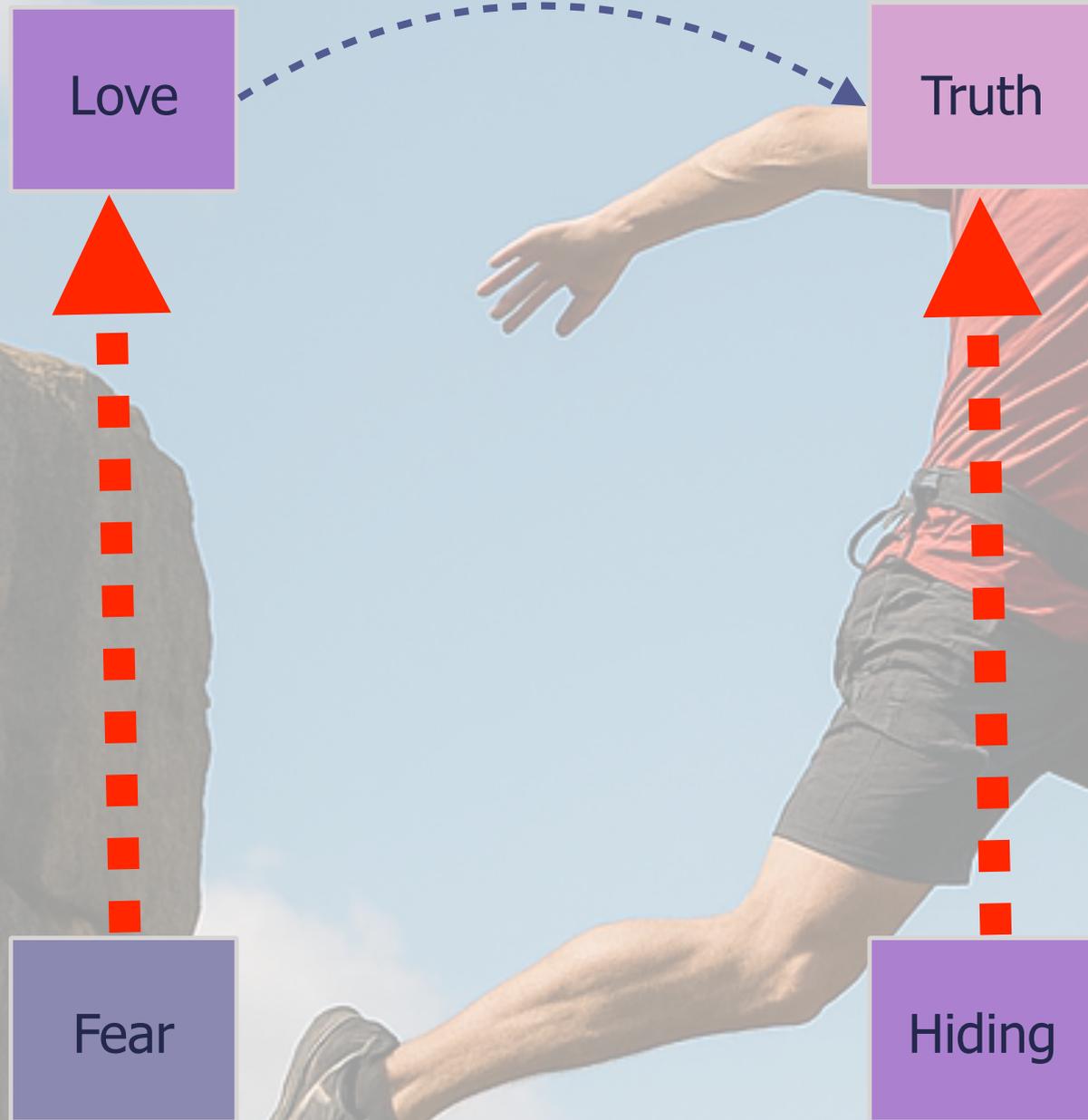
Truth

Fear

Hiding



The Second Critical Choice





Why We Are All Here



We want to close the results gap in these areas

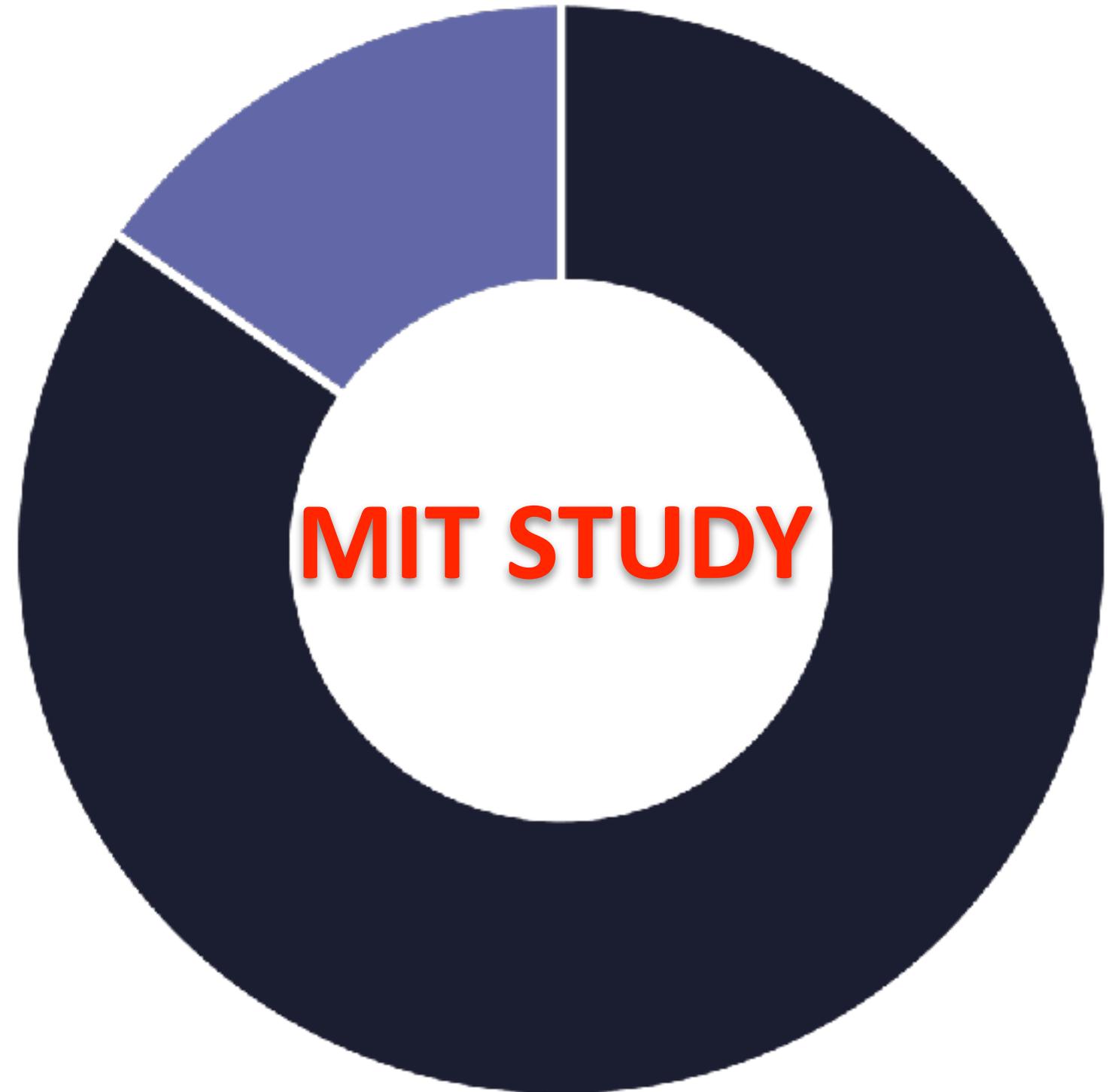
Why We Are All Here

The AI Adoption Crisis

**95% AI
Adoptions
fail to produce a
meaningful ROI**



<http://bit.ly/3IwU9BP>



Blake



Blake



Fear
Hiding

The AI Adoption Crisis

One of our first challenges is to tell ourselves the truth about what gaps need closing.



The AI Adoption Crisis

One of our first challenges is to tell ourselves the truth about what gaps need closing.



Truth

The Results Crisis

One of our first challenges is to tell ourselves the truth about what gaps need closing.



www.resultsgapfinder.com



The Results Gap Finder™

The Third Critical choice



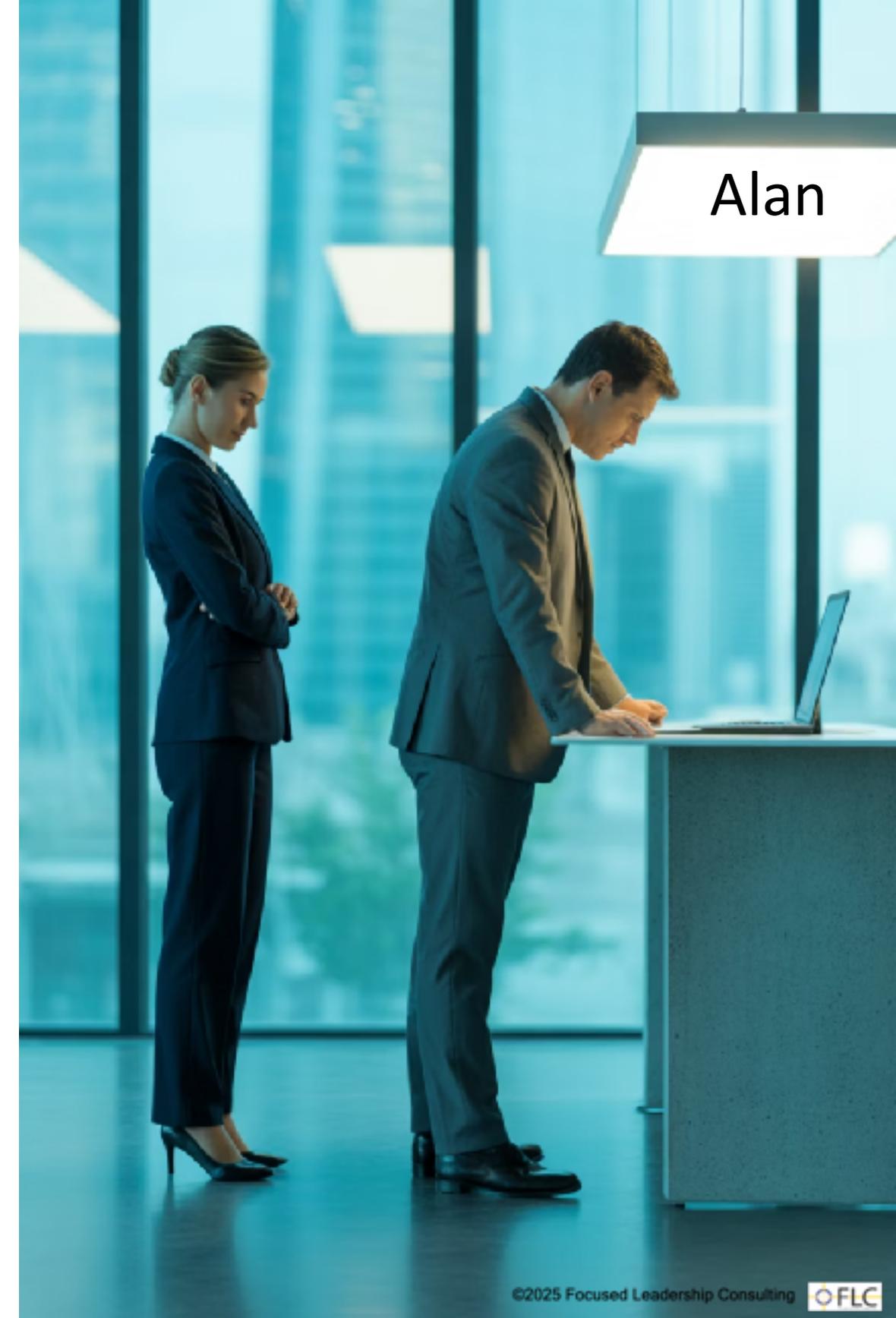
Choice #3

The Senior Hire Who Stopped Trying

Alan hired a seasoned COO—relief for three weeks

Deadlines slipped. He re-did her work at night.

He complained incessantly about her—blaming her for her failure to measure up.



The Senior Hire Who Stopped Trying

Alan hired a seasoned COO—relief for three weeks

Deadlines slipped. He re-did her work at night.

He complained incessantly about her—blaming her for her failure to measure up.





Blame protects us from

And kills growth



Blame

Blame protects us from

And kills growth



Matt

The Costco Fight

Matt swore he was building a great culture in his company

His team made mistakes—he snapped

His wife brought home paper towels—he snapped



Blame

Matt

The Costco Fight

Matt swore he was building a great culture in his company

His team made mistakes—he snapped

His wife brought home paper towels—he snapped



GAP

Locus of Control

Locus of Control

Locus of Control

Limits

Locus of Control

What you say

What you do

The thoughts you indulge

Limits



Everyone
And
Everything
Else

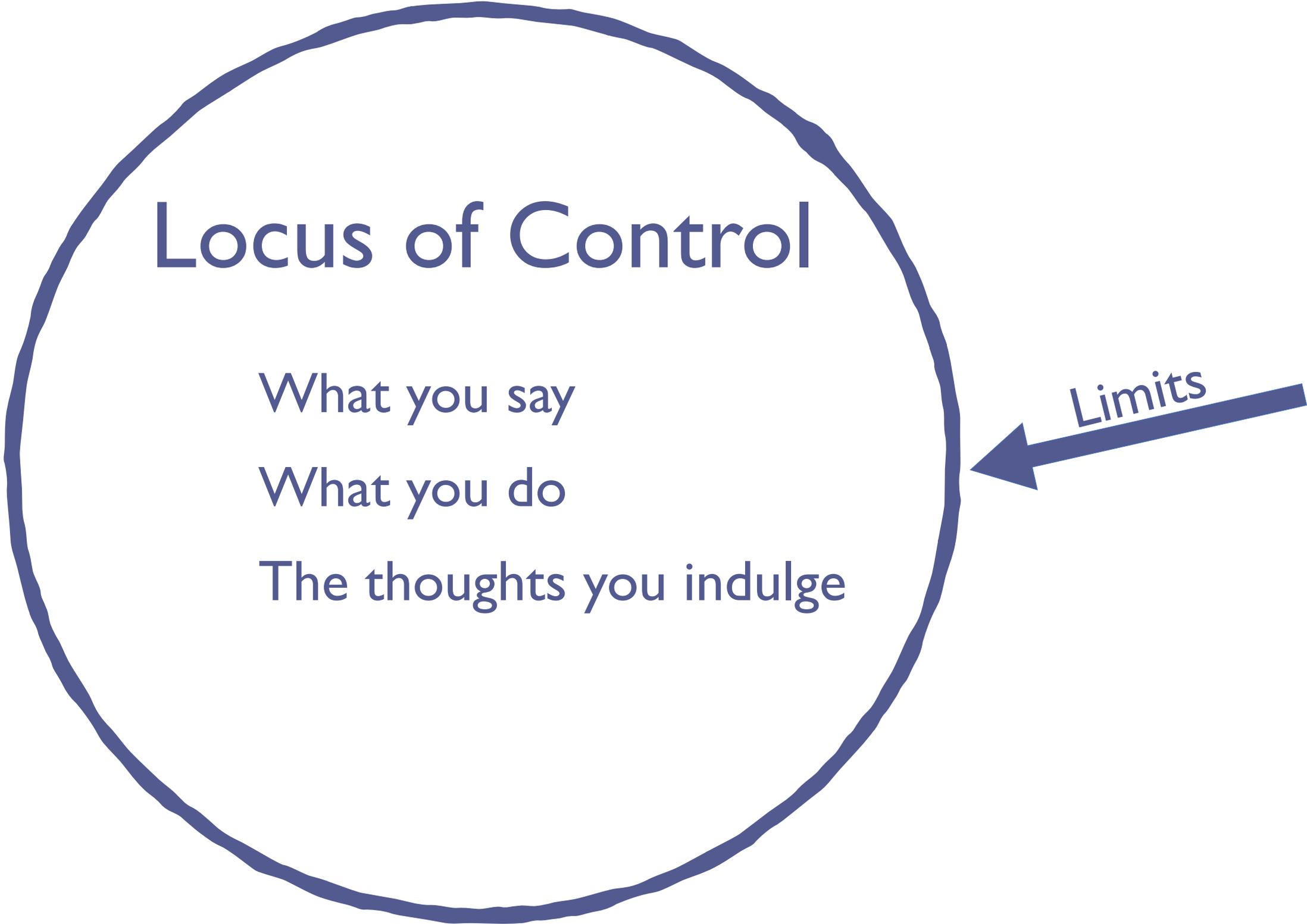
Locus of Control

What you say

What you do

The thoughts you indulge

Limits



Everyone
And
Everything
Else

Locus of Control

What you say

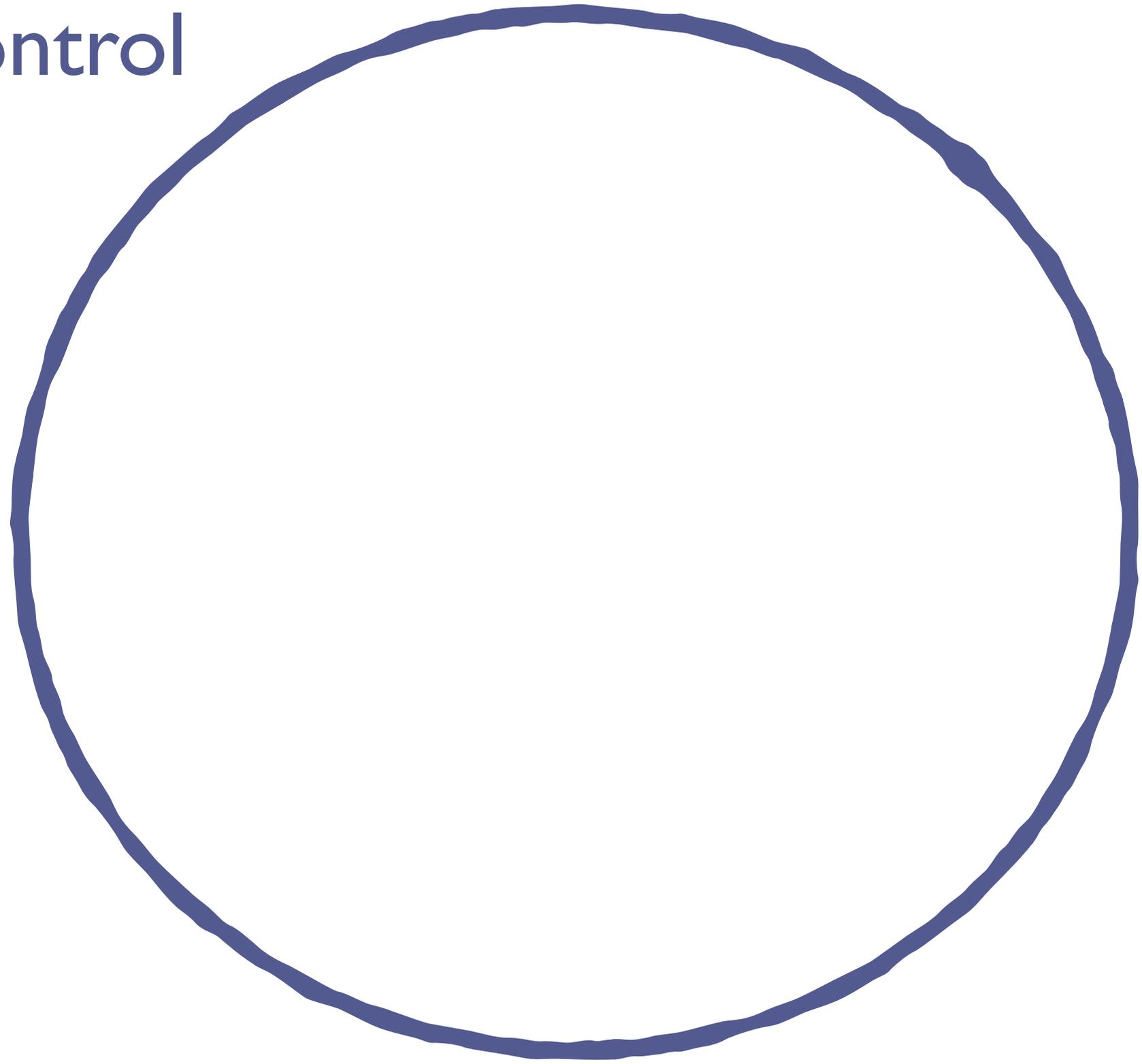
What you do

The thoughts you indulge

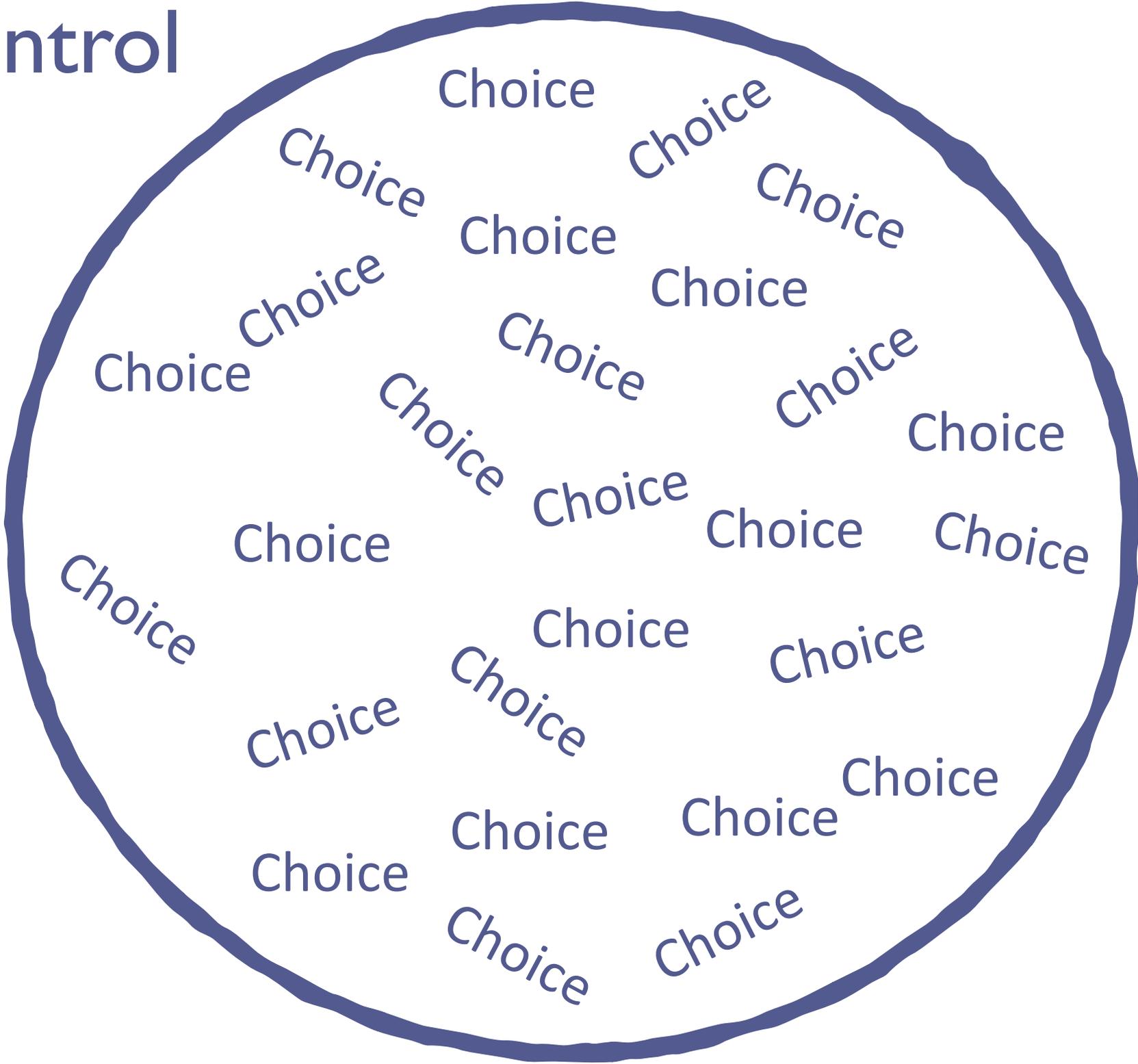
Limits

Extent

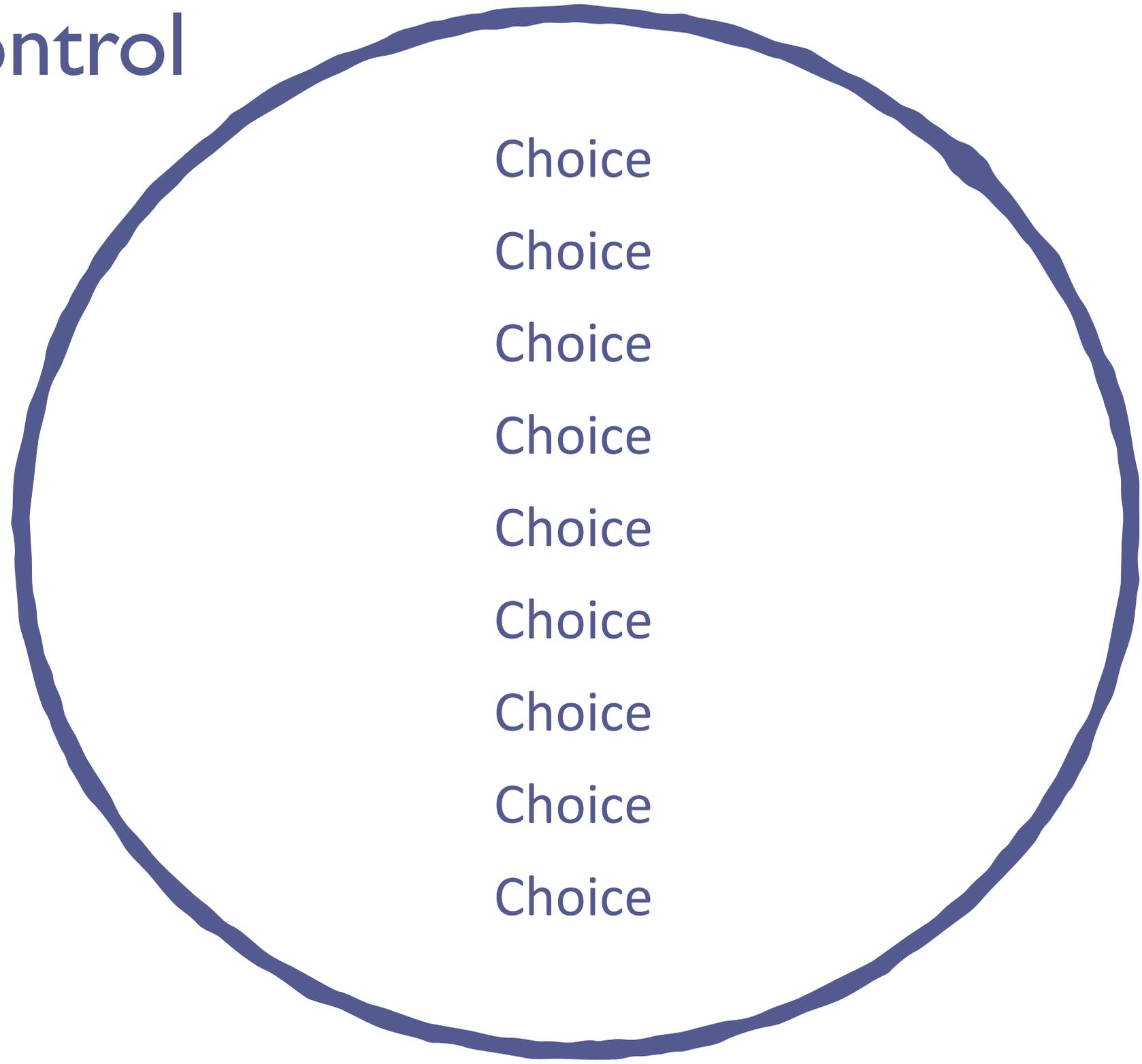
Locus of Control



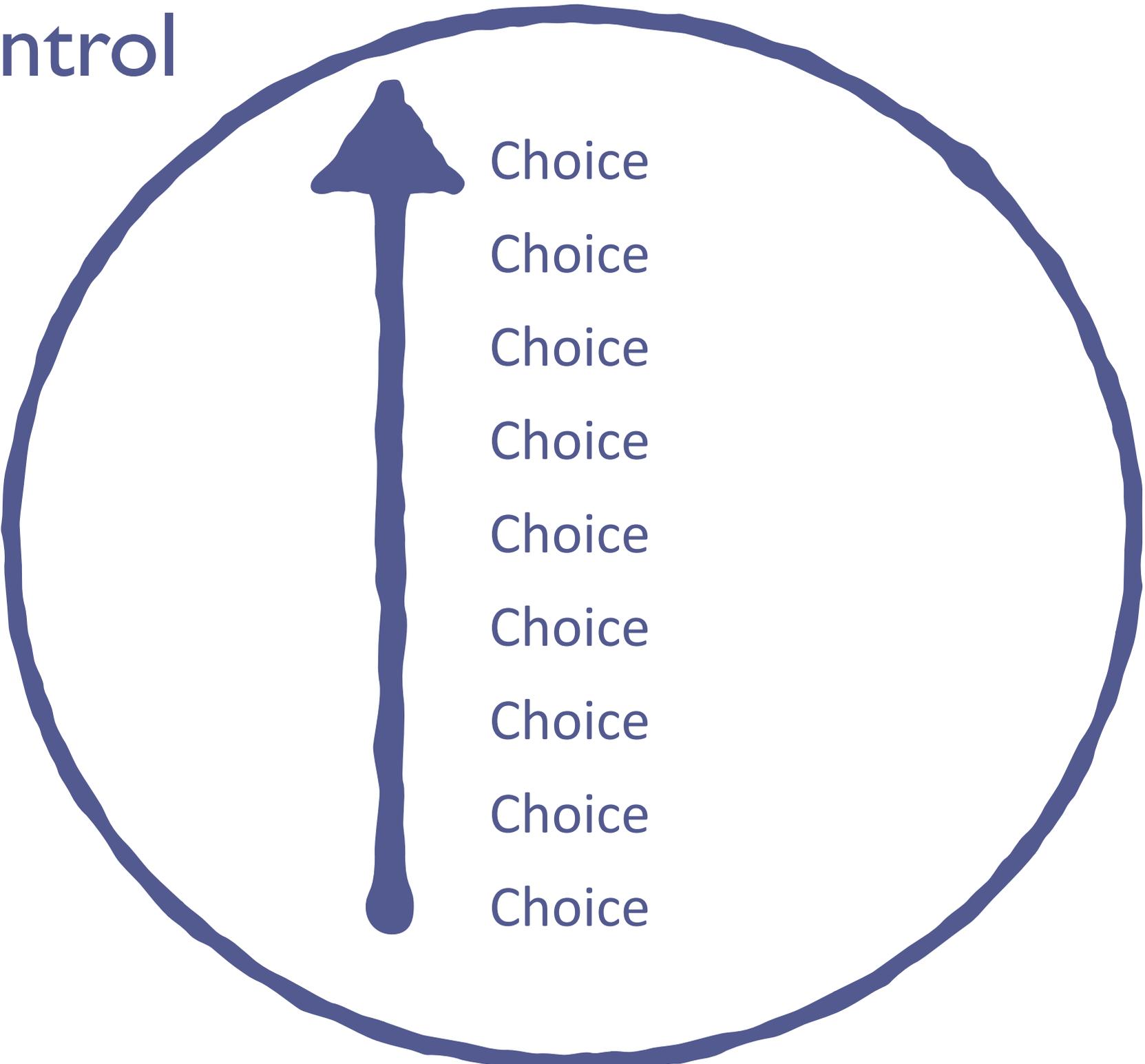
Locus of Control



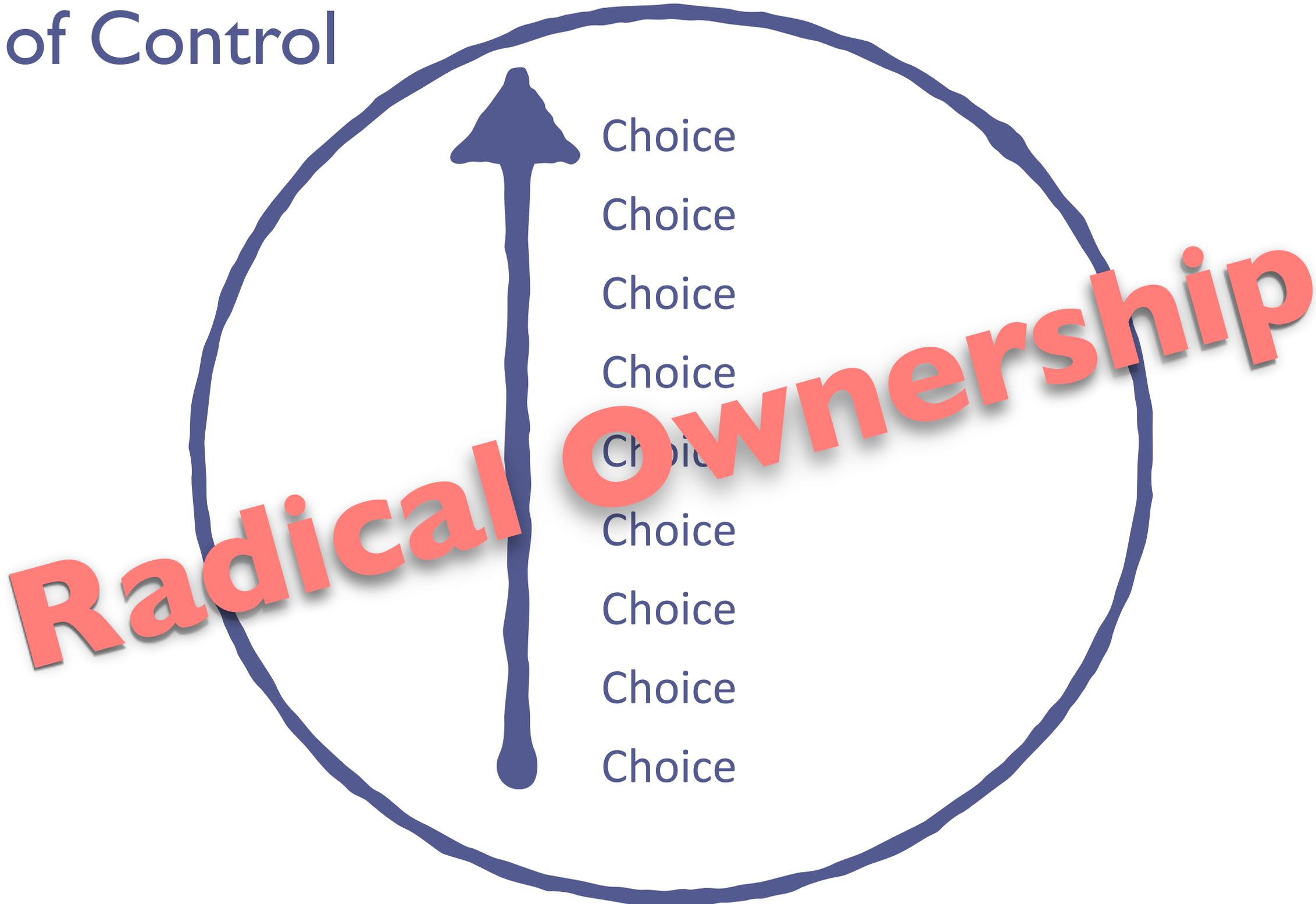
Locus of Control



Locus of Control



Locus of Control



Blame → Ownership

Ownership isn't perfection—it's authorship

The moment you say "I chose this and I can choose differently," power returns.

The Third Critical Choice

Blame



The Third Critical Choice

Blame

Radical
Ownership



The Third Critical Choice

Love

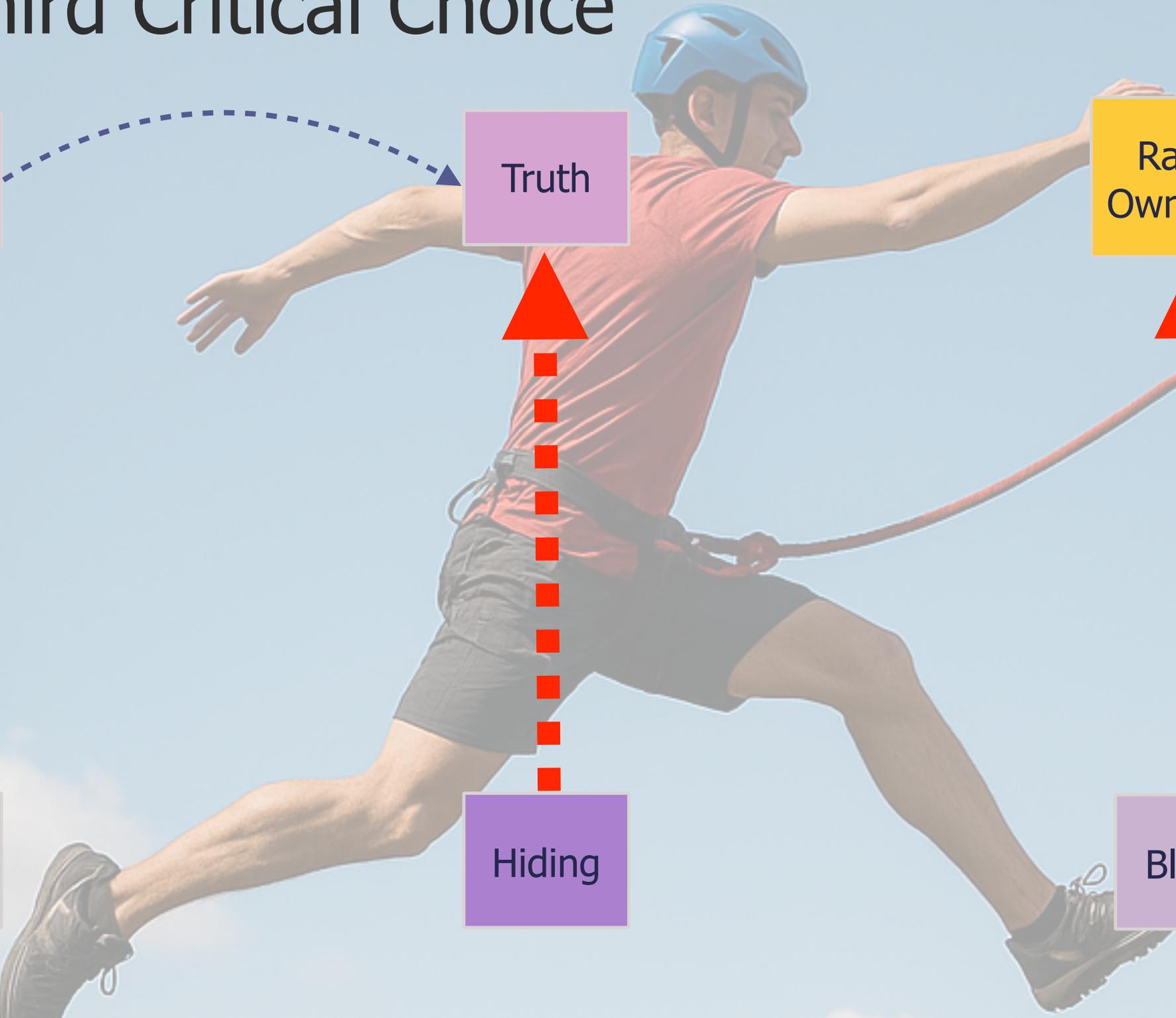
Truth

Radical
Ownership

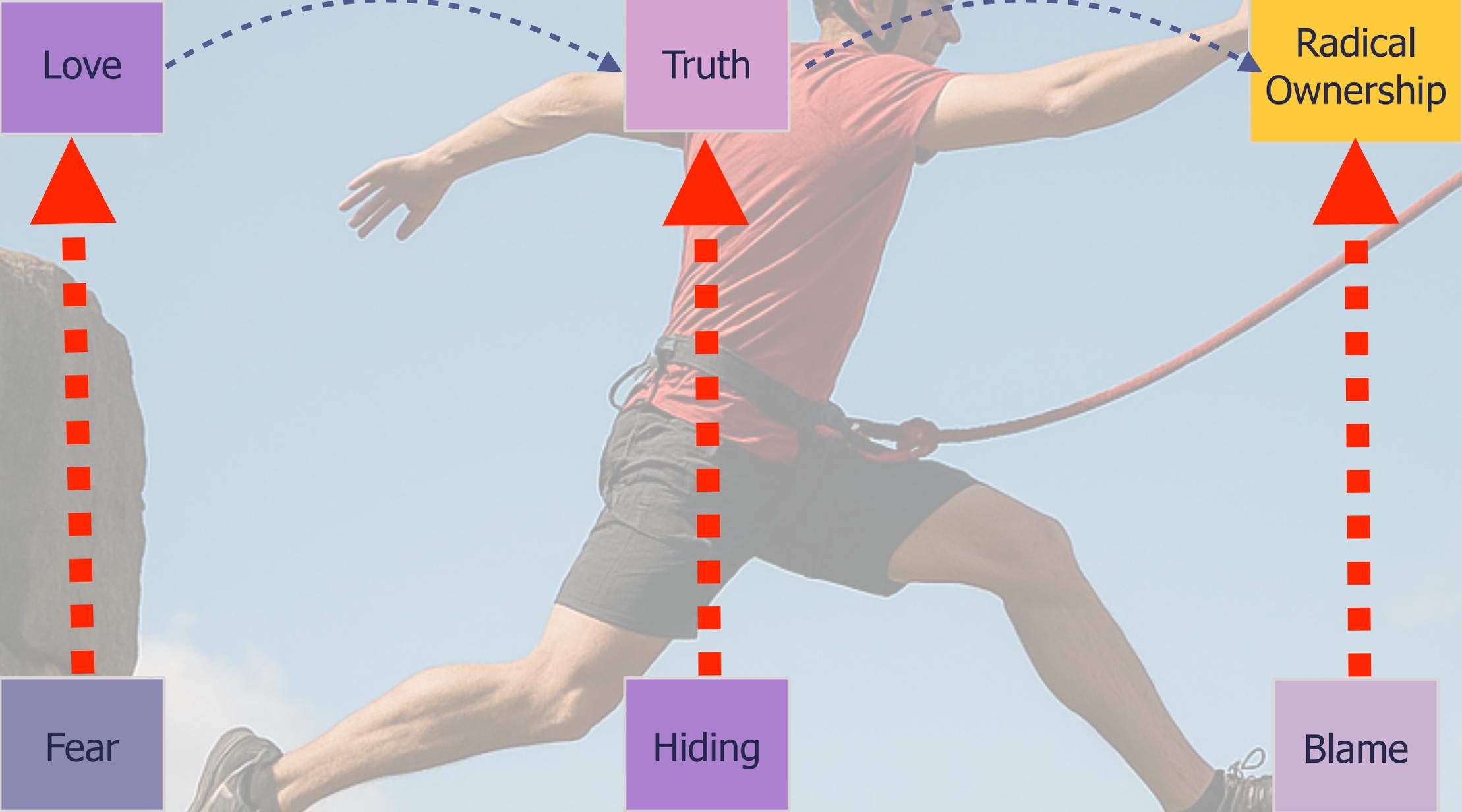
Fear

Hiding

Blame



The Third Critical Choice

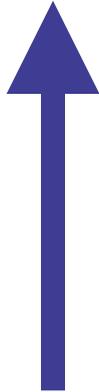
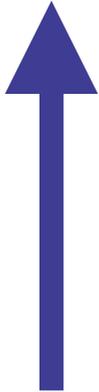


Radical Ownership's Three Critical Choices

Love
Presence, connection, curiosity=Possibility

Truth
We create best when we tell the truth about what we are dealing with

Radical Ownership
Clarity and ownership allows you influence, peace and personal power



Fear
Control masquerading as competence

Hiding
Truth buried under professionalism

Blame
Ownership avoided through finger-pointing



Fear
Hiding
Blame



Fear
Hiding
Blame

RESULTS

Your Daily Discipline



Re-Choose

Shift in the moment



Name

Call it what it is



Notice

What's happening in real time

Your Daily Discipline



Re-Choose

Shift in the moment



Name

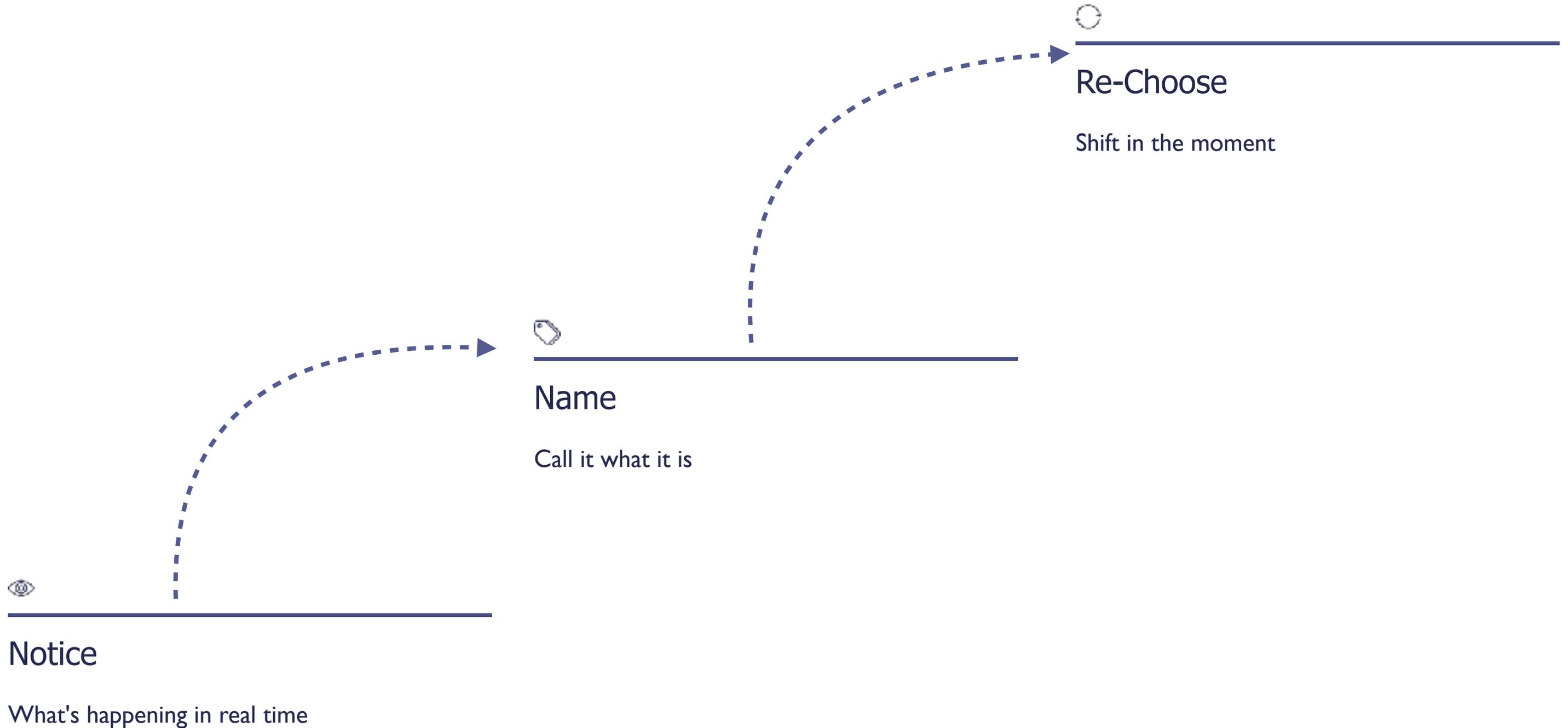
Call it what it is



Notice

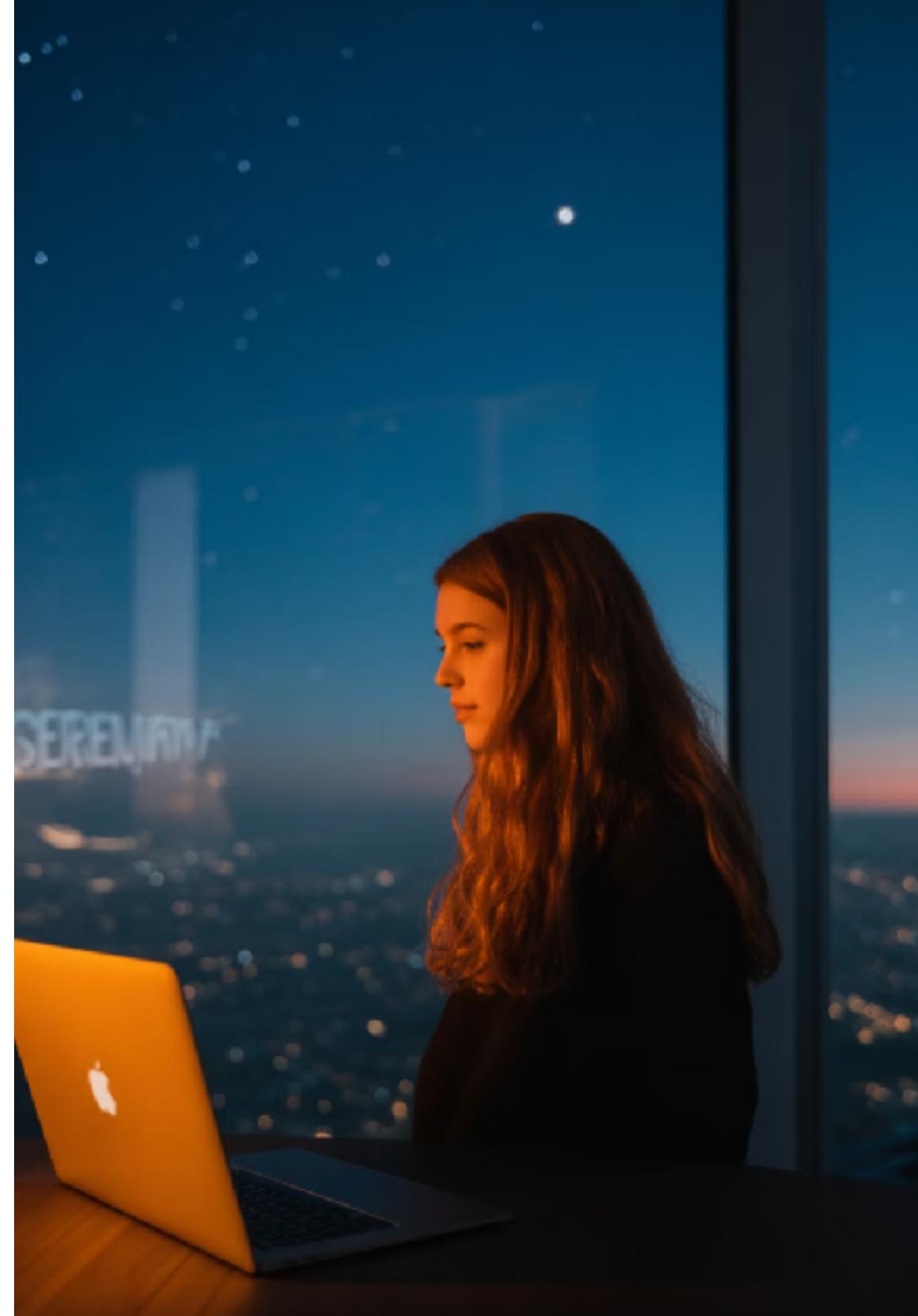
What's happening in real time

Your Daily Discipline

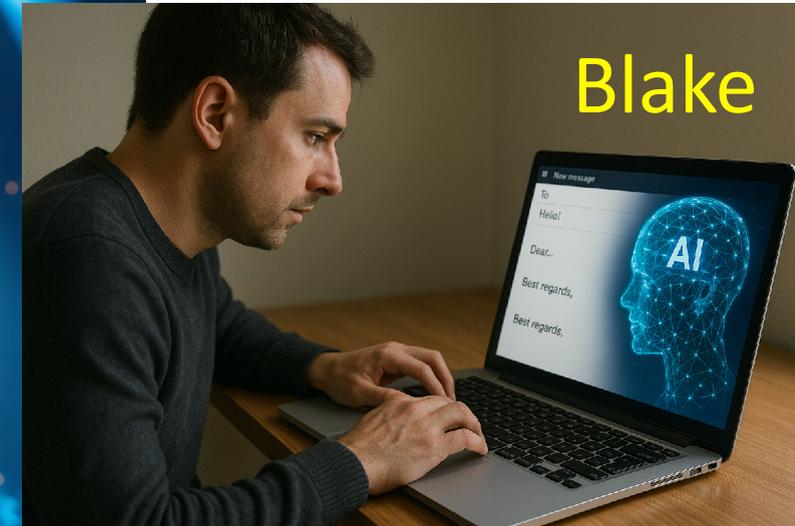
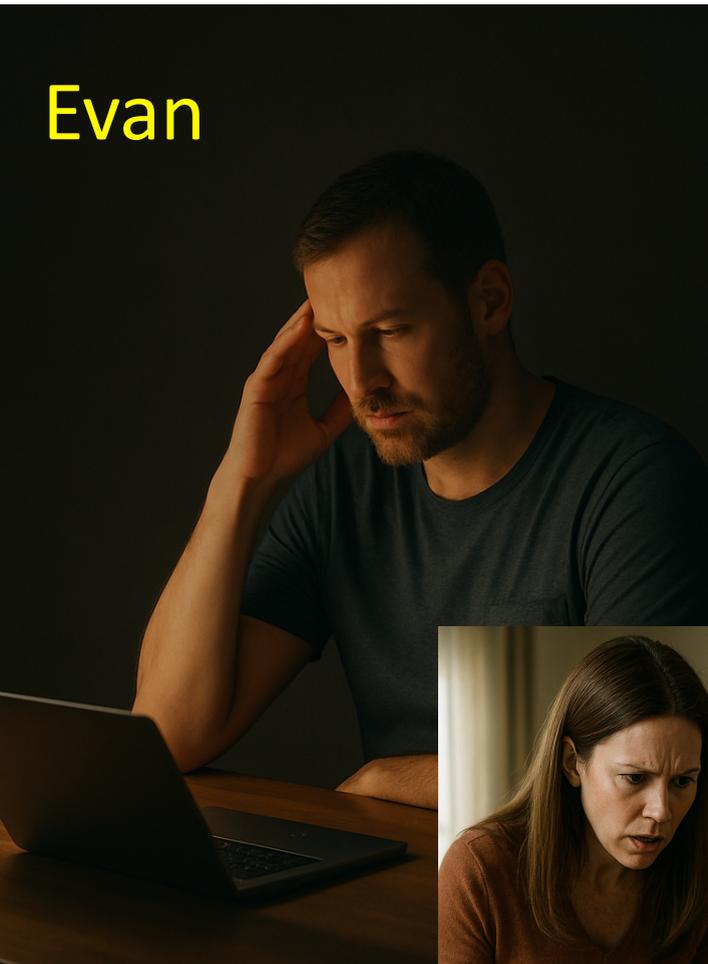


The Results of Radical Ownership

- Sales increased 37%
- \$600m valuation increase
- EBIDTA up 42%
- 140% Salary Raise
- Team—>Dud to Stud
- \$60m New Research Grants



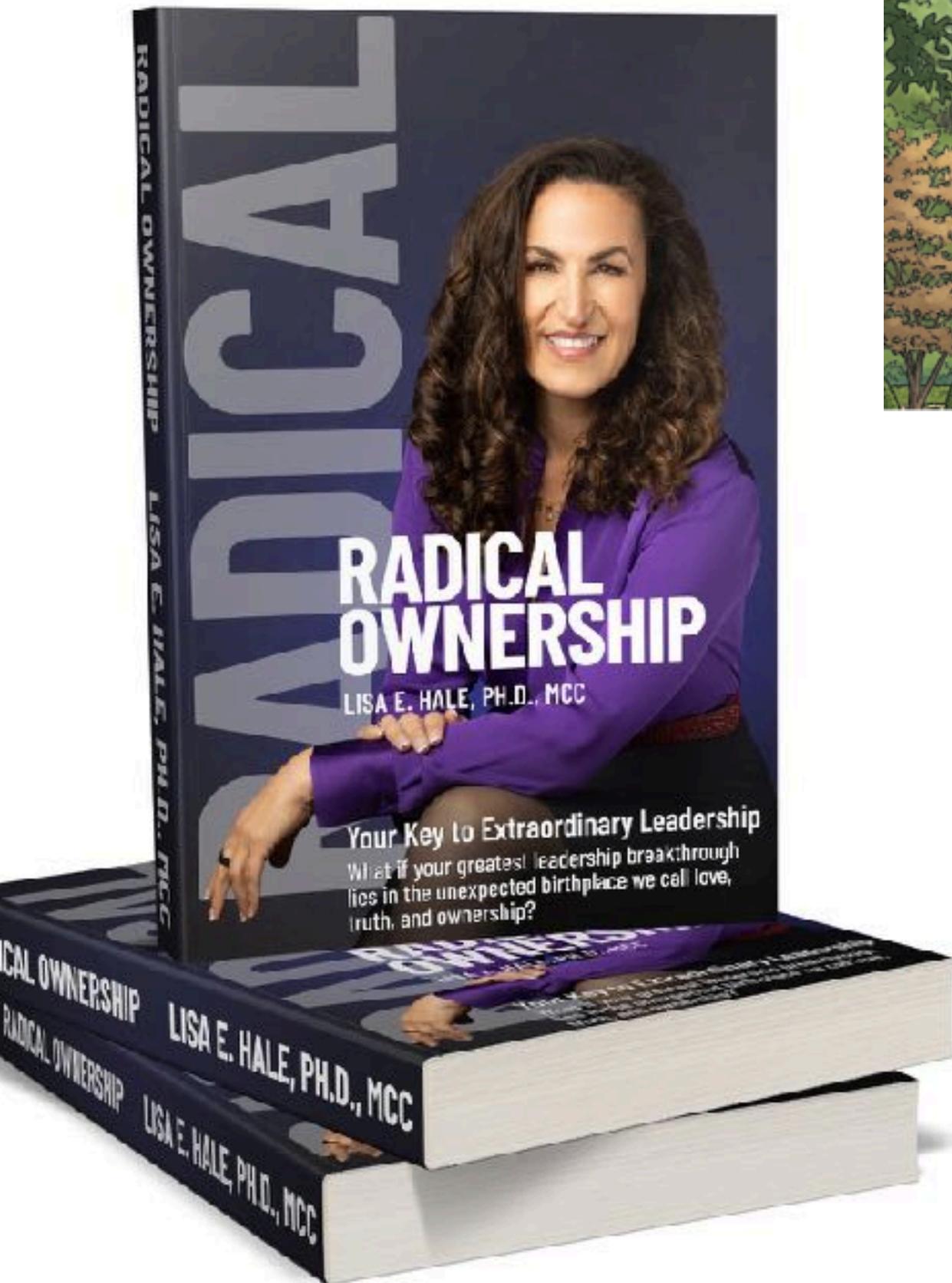
The Results of Radical Ownership





Leadership isn't what you do when you're certain

It's who you are when you're not



Radical Ownership

Clearing the Bottleneck Paradox for Leaders in the AI Era



EUEE 2025

Lisa Hale—Founder
Focused Leadership Consulting

Lisa@FocusedLeadershipConsulting.com +1 505.690.3354