

## Article 4: Systems

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### Success by Structure

When I think of systems, I think of structure. When I think of structure, I think of discipline and success. Implementing systems in your personal life is important to achieving your lifestyle goals. If you want to be fit, save up to finally go on that trip to Europe, or eat at a Michelin-starred restaurant, being disciplined with your time, money, and energy is key. You will likely need systems in place such as a budget or a calendar to help you get there.

For example, when I was trying to train for a 20-mile trail race in 2024, I had to establish systems that allowed me to carve out time for long training runs and budget for quality gear such as shoes or water vests. I utilized a coach to help guide my training. Looking back, I would have been more successful in the end if I had had a system for budgeting. You live and learn.

The same is true when running organizations in the business world. All organizations have a purpose (what/why) and a mission (how). They set goals (what/why) and use systems (how) to achieve them. James Clear, author of “Atomic Habits,” believes “goals are about what you want to achieve. Systems are about the processes that lead you to the results.”

The systems used to provide structure to the goals your organization is working to accomplish could be anything from filing systems, to EOS, to the approach you use when working with clients.

This summer I am interning for Traci Newkirk at Human Potential Advisors (HPA). HPA is a culture consulting company with a clear purpose: “To ignite meaningful culture change that empowers leaders, inspires teams, and turns companies into communities where people do their best work.” HPA’s system is called the Triple A approach: Assess, Align, and Activate. First, HPA assesses your culture and designs a curriculum tailored to your team’s needs. HPA then discovers the culture you desire to build and uses your organization specific curriculum to align your ideal culture and your team. Finally, Traci Activates your team by launching them into this new culture that has been integrated into all parts of your organization.

Having systems in place does not mean rigidity—it means structured flexibility. Organizations use systems to have an outline and predetermined process that can be

flexible to perform tasks at hand, meet needs of your diverse clients, and accomplish short or long term goals.

Another example of a strong systems approach includes utilizing a tool like EOS: Entrepreneurial Operating System. EOS is simply a framework for businesses to operate more effectively. This week, I sat down with Kamber Parker Bowden, founder and CEO of Generational Performance Solutions (GPS). At GPS, Bowden uses EOS to be more efficient and save time. Because GPS uses EOS, they have one meeting a week where they go assess how their daily, 1 year, 3 year, and 10 year goals are coming along. Having EOS reduces the number of meetings they have and the amount of emails they send because all they do is in one place. This system has afforded the business more avenues to all get on the same page, which has had a significant impact on their business.

Having systems in place in business and personal lives leads to successful outcomes. Systems provide a framework for more disciplined action. Integrating systems into your organizations helps you and your team achieve goals by keeping tabs on how the small projects are paving the way to the success of larger objectives. Better systems support mission success, enabling your organization to achieve its goals and fulfill its purpose.