

The Leadership Operating System™

An executive overview of The OMCE Method™ — the framework at the center of every Jason Bennett Harris Consulting engagement.

There is no operating manual for leading a team. Roughly **40%** of newly-promoted managers are underperforming within 18 months, and the average cost of replacing a failed mid-level manager runs 1.5x their salary — about **\$180,000 per miss**. Great individual contributors get promoted, learn by osmosis, copy their old boss, and hope it works. By the time the gaps surface, the team has already disengaged.

The **OMCE Method™** is the invisible system that separates the managers who stall from the managers who scale. Built inside McDonald's during its historic brand transformation, refined across fifteen years of independent consulting, and applied in every JBH engagement. **Four pillars. Twelve modules. One system.**

O — Organization *Design the team. Map the work. Know the players.*

Before a manager can lead, they need to see the terrain. The Organization pillar makes the invisible visible: a StrengthsFinder team map that shows who does what best, an end-to-end process map of how work actually flows, and a stakeholder map of who influences whom inside the organization. In consulting engagements, this pillar produces the artifact that lets the leadership team stop debating structure and start operating from a shared picture.

M — Management *Set the vision. Align the KPIs. Run a tight agenda.*

Once the terrain is mapped, management is about setting direction and holding it. A multi-level Plan-to-Win, KPIs that ladder from executive to individual contributor, and a recurring agenda disciplined enough to survive contact with reality. This is where alignment translates from language into rhythm — the moment strategic intent becomes something the team can actually execute against on Monday morning.

C — Communication *Message with clarity. Plan the cadence.*

Alignment fails when the message can't travel. The Communication pillar builds the vocabulary and the cadence — a team message map, an internal communications plan, and a working calendar that makes decisions visible to everyone who needs to act on them. In transformation moments, this is the pillar that keeps energy from leaking sideways into rumors, side conversations, and quiet drift.

E — Execution *Run the meetings. Close the feedback loops.*

Strategy dies at the meeting table if the operating rhythm isn't right. The Execution pillar installs the trimester meeting calendar, the informal feedback source map, and the best-practice sharing capability that make continuous improvement structural rather than heroic. Execution is where the OMCE Method ships a functioning operating rhythm — one the team owns without the consultant in the room.

HOW IT APPLIES TO CONSULTING ENGAGEMENTS

Every engagement — day, week, sprint, or trimester — runs through some layer of OMCE. A one-day alignment session might touch only Organization and Management. A trimester embedded engagement walks a leadership team through all four pillars in sequence, producing twelve tangible deliverables the team keeps. The definition of done is always the same: *a plan the team can execute without the consultant in the room.*

Tell me what you're walking into.

The First Conversation is a gift — 48 minutes, no prep, no deck, no obligation. Afterward you receive a page-and-a-half memo of what I heard, whether or not we work together.

jasonbennettharris@gmail.com · 1.630.240.8213 · jasonbennettharris.consulting