

**THE NEW
TALENT
PLAYBOOK**
Podcast

Workbook

**Want to
Accelerate Your
Growth? Get
Aligned First**

Featuring Ron Karr

Episode 2 - Season 4

By Rob Levin, Creator of [Thenewtalentplaybookpodcast.com](https://thenewtalentplaybookpodcast.com)
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Ron Karr reveals that velocity isn't just about speed—it's about speed with direction. This playbook helps you gain clarity on your goals, align your team, and eliminate the obstacles slowing you down so you can achieve results faster.

1. Speed vs. Velocity: What's Your Real Destination?

Ron says most leaders confuse speed with velocity. They're moving fast but burning out because they lack clear direction.

Reflection Prompt: Think about your current top business goal. Write it here:

Now answer: On a scale of 1-10, how clear is your team on:

- The end result you're aiming for? ____
- The waypoints along the journey? ____
- The potential obstacles ahead? ____

Where's the biggest gap? What one conversation could close it this week?

2. Is Your C-Suite on the Same Page?

Ron says the #1 problem in most companies is that the executive team isn't aligned—even when they think they are.

Exercise: The Alignment Test

For your current most important initiative, ask each leader individually: *"What's the goal and why does it matter?"*

Team Member	Their Answer	Aligned? (Y/N)

What did you discover? Where's the disconnect?

3. Passion-Based Coaching

Ron's story about the welder is powerful: Instead of "Get off your phone," it became "How do we help you stay on track to become the master welder you want to be?"

Exercise: Know Your People's Passions

List your key team members and what they're passionate about achieving:

Team Member	Their Passion/Goal	How I'm Coaching to That

4. Building Accountability Without Fear

Ron says there's no such thing as accountability to the organization—only accountability to yourself. The question is: How do you create a culture where people keep their word?

Assess Your Accountability Culture:

When someone on your team makes a mistake, what typically happens?

- Blame and consequences
- "What did you learn?" conversation
- They hide it or don't admit it
- We analyze and improve together

Reflection: *What's one way you can make it safer for your team to be accountable?*

5. Your Personal Leadership Decision

Ron helped a CEO triple revenue by making two hard decisions:

1. Exit the wrong market
2. Remove himself as CEO

Be honest: What's the hard decision you've been avoiding as a leader?

6. Your Velocity Action Plan

Based on this workbook, what are the 3 actions that would create the most velocity for you right now?

1. _____

2. _____

3. _____

When will you do them?

"All success is made up of a lot of failures. Good failure is when you learn from it. I want you failing every day if you're working with me."

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