

AO's Leadership System for Business Performance



In many organizations, leadership development is treated like a program. **OWN + MODEL + DRIVE®** turns it into a system that strengthens execution, culture, and long-term performance.



OWN

Leaders take responsibility for their **OWN** growth and the leadership agenda of the business. Leadership becomes a daily discipline—not an initiative.

MODEL

Teams demonstrate the leadership behaviors they expect throughout the organization. When leaders **MODEL** learning, accountability, and collaboration, culture and performance strengthen.

DRIVE

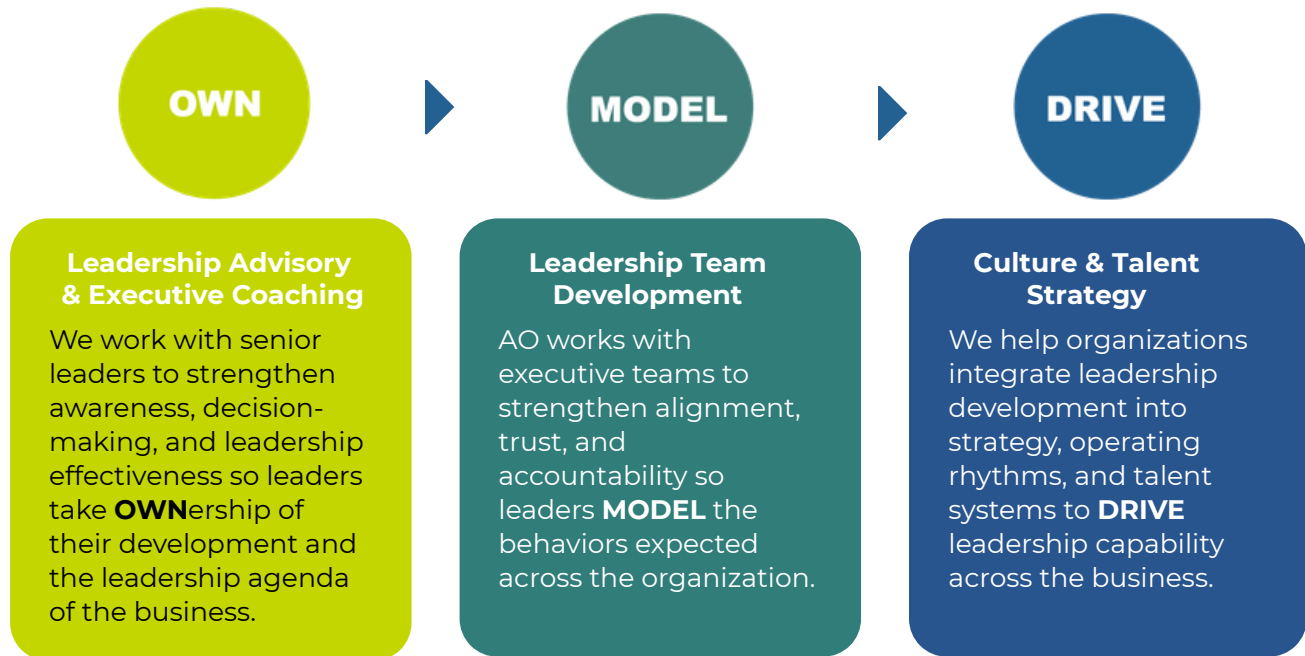
Leadership development becomes integrated into strategy, systems, and operating rhythms. When leaders **DRIVE** development across the business, results follow.

OWN + MODEL + DRIVE turns leadership development into a system for how the business performs.

How AO Turns Leadership Into a Business Advantage

AO partners with executive teams to activate **OWN + MODEL + DRIVE** across the organization. This aligns leadership development directly to business priorities and measurable results.

How We Activate **OWN + MODEL + DRIVE**



Award-Winning Leadership Transformation

Deltek + AO People Partners

Deltek, a global enterprise software company, partnered with AO to activate **OWN + MODEL + DRIVE** across its executive leadership team. The work aligned leadership development with the company's transformation priorities.

Through this work, leaders began to:

OWN their development and leadership impact

MODEL growth and collaboration across team

DRIVE meaningful change throughout the organization

Results

- Three Gold Brandon Hall Awards (2025)
- 100% of participants recommended the program
- Leadership effectiveness increased +10%
- Accelerated a culture of collaboration across business units



When leaders own their development, model it visibly, and drive it across the business, leadership becomes the engine of performance.

That's the power of **OWN + MODEL + DRIVE**.