LeanScaper Certification Assessment
Paul Lingle

Rubric Scores

Strategic Alignment:

Your plan connects to GreenCore's immediate priority of filling critical leadership gaps while embedding accountability systems. The 30-60-90 structure is clear, with a strong focus on sequencing (foundation, hiring, onboarding). You also flagged the possibility of compressing into a 60-day plan, showing adaptability to client needs. Alignment with long-term strategy could be surfaced more directly, but the focus on leadership depth and accountability lays a strong foundation.

Application of LeanScaper Core Components:

You applied LeanScaper tools consistently: scorecards, SMART goals, recurring meetings, 3Ws, 5 Whys, and CI boards. The 6-month extension highlights metrics, structured meetings, and SMART goals workshops. While the plan is solid, some components (like SOPs, training systems beyond onboarding, or time blocking) could be emphasized more fully to show the complete operating system.

Advisor Thinking & Framing:

You framed the engagement at a leadership and systems level, accountability structures, culture shaping, leadership hiring, not just tactical execution. Your attention to ownership (who leads what), cadence, and accountability reflects an advisor posture. At times, the plan reads a bit like a project checklist; sharpening the connection to the client's 3-year vision would further elevate the advisory lens.

Scalable Learning & Reinforcement:

Reinforcement is present through weekly check-ins, monthly leadership meetings, scorecards, and structured reviews with CI tools. You also built in culture and onboarding systems to ensure sustainability. Expanding the training system beyond new hires and embedding longer-term reinforcement rhythms would make scalability even stronger.

Assessment Summary: Pass

Paul, your plan demonstrates clarity and structure, with a strong focus on accountability, hiring, and leadership development. You applied LeanScaper components in a disciplined way and designed rhythms that make success measurable and repeatable. The emphasis on structured meetings, scorecards, and cultural alignment reflects strong advisor thinking. This 30-60-90 framework sets a practical foundation while creating pathways for longer-term scalability.

Guiding Clients Toward What Good Looks Like

Paul, your plan shows how to guide clients through a disciplined hiring and accountability process while embedding LeanScaper rhythms. The way you structured ownership, check-ins, and measurable scorecards demonstrates the advisor's role in clarifying responsibilities and driving alignment.

Your next step as an advisor is to consistently connect these tactical actions back to the broader 3-year vision. Doing so will help clients see that hiring and accountability systems aren't just solving short-term needs but are laying the groundwork for strategic growth and culture.

What Good Looks Like

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