



# The P.A.C.E.™ Implementation Guide

## A Brief Introduction and Self-Assessment

Most organizations have the strategy. They have capable leaders. They have invested in development. What is often missing is the structural system that connects all three.

The P.A.C.E.™ Operating System is built on four layers that structurally link strategy, leadership, and daily execution.

**P** - Performance **A** - Alignment **C** - Clarity **E** - Execution

### The Four Layers

**Alignment Layer** - Where strategy, the P.A.C.E.™ Framework, execution design, and goal architecture connect. This layer answers: Is our strategy structurally designed to reach every level of the organization?

**Infrastructure Layer** - Where TGS, dashboards, goal cascade, execution cadence, and Learning Moments create visible, measurable weekly discipline. This layer answers: Can we see execution happening in real time?

**Behavioral Layer** - Where coaching, leadership development, sales enablement, and P.A.C.E.™ Checkpoints activate people inside the system. This layer answers: Are our leaders operating inside a structured system or working on their own?

**Diagnostic Layer** - Where organizational health surveys, assessments, and culture analytics reveal structural alignment before and during installation. This layer answers: Do we understand our current structural landscape before building on it?

## Self-Assessment: Where Is Your Organization Today?

For each layer, consider where your organization falls. There are no wrong answers. This is a starting point for thinking structurally about how your organization connects strategy to execution.

### Alignment Layer

- Can every team in your organization connect their daily work to the strategic plan?
- Is there a structured process that translates executive goals into team-level execution?
- When strategy changes, does the change reach the front line in days or months?

### Infrastructure Layer

- Can your leadership team see execution happening in real time or do they find out after the fact?
- Is there a weekly cadence that creates visibility and accountability at every level?
- Do your goals cascade from the top of the organization into measurable weekly actions?

### Behavioral Layer

- Are your managers operating inside a structured system or managing based on individual instinct?
- Do coaching conversations have data, goals, and cadence supporting them?
- Is leadership development connected to a system or delivered as standalone events?

### Diagnostic Layer

- Have you assessed your organization's structural alignment before introducing new initiatives?
- Do you have visibility into where teams are connected and where gaps exist?
- Are your assessments used diagnostically or treated as one-time exercises?

## What your Answers Tell You

If most of your answers suggest structure is in place, your organization may be ready for deeper system installation.

If several answers suggest gaps, you are not alone. Most organizations we work with are operating with strong pieces that are not yet structurally connected.

The P.A.C.E.<sup>™</sup> Operating System was designed to close those gaps, not by adding more, but by connecting what already exists.

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