

TRIPLICITY

LEADERSHIP
SERIES SYSTEM™
(TLS)



LEADING DISRUPTION
BEFORE IT LEADS YOU

DAMIAN D. "SKIPPER" PITTS

Triplicity Leadership Series System™ (TLS) Leading DisRruption Before It Leads You

**“Used by Leaders to Align Strategy, Teams, and Innovation
in the Age of AI.”**



THE JOURNEY STARTS NOW!

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INTRODUCTION

This comprehensive field guide documents the **Triplicity Leadership Series System™ (TLS)** created by Damian D. “Skipper” Pitts and his team. It integrates leadership philosophy, frameworks, and transformation initiatives that causes things to be different and birthed from the Triplicity Leadership Institute™ into one global leadership platform. Leading disruption before it leads you is very critical thinking. The riskiest disruption isn't necessarily the one that's coming. It may be from the CEOs and team leaders' approach to long-term strategy and their refusal to be another “Netflix—Blockbuster” scenario. It requires a change in direction that makes you go into the water and dip your toe in. Maybe while doing so, you even make a splash. But you're doing everything right except for one thing that actually matters most: “Triplicity!” And this text explains what it is and why it must be integrated; don't stress because you're covered. The foundation of any successful business or organizational strategy lies in a thorough understanding of your existing-conditions and the performance outcomes where you want to end up.



Before adopting advanced solutions like those offered here, evaluate where your efforts stand today and identify the areas that need improvement. Not just actions or behaviors but real change that transforms. By analyzing past and present results, you can set clear objectives, ensure alignment with organizational objectives and create a blueprint (change the norms) for success that affects the three critical dimensions that every organization has: “Individuals—Concepts—Exploitation” in the Future-Picture.

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Operational Excellence (OpEx)
Making it Extremely Difficult to Duplicate

THE BISON GROUP

A Little Bit of Old Process with New Technology

STRATEGY

fix your challenges & problems

Contact us support@thebisongroup.io **The Triplicity Format™ Strategy**

From process to technology, we are leading the future with Leadership 2.0

UNDERSTANDING THE MAKE-UP

A Brief Look at the 4-Different Books that Layout the Entire Strategy

Triplicity in the Age of AI

Inspired by the 1960's era Sergio Leone's "Dollars Trilogy" of Italian Western films, this book improves Operational Excellence (OpEx), technologies, Leadership 2.0, and team building hazards in the age of Artificial Intelligence.

The Better-Best Team Player

Introducing the behaviors of the **FIVE** TeamSM System led by the **FAST-** Galloping TeamSM who have different viewpoints, mindsets, and attitudes to take the organization to the next-level using composable (modular) applications and solutions across operations that build strategic, operational, and business-critical functions.

Triplicity in the Age of AI Pocket Guide

This pocket guide help leaders improve their operation's agility using Operational Excellence (OpEx) and Performance-driven Execution™ (PdE) to create, improve, and shape the full potential of sustainability differentiation that drive new trends to be more productive and thrive beyond the norms.

TALK: Strategic Communication for Leaders

Another book in the Triplicity series introduces the behaviors that are different and lead to effective communications. TALK provides an approach and a full spectrum of professional service practices that sets or improves new trajectories that are long over due!

PROFESSIONAL INSPIRATION

Damian D. "Skipper" Pitts has a problem in a world where people are so self-educated. Add to that, with additional stakeholder viewpoints and mindsets and it becomes more difficult. The problem: he unintentionally built a business solution that upskills behavior and helped to fix and lead one of the fastest-growing problems businesses around the world are facing; and they're excited about them! Now, it's NOT just one book that lays out how to get better.

It's 4-books and its creme-dela-creme lineups that's fortified to upskill collaboration, reduce costs, break down internal silos and optimize data for agile, insightful-led decision-making to get so much better. But it's still docile enough for people to increase productivity—making it a "Jack of ALL trades and a master of them all!"

Together, the books make up **The Triplicity Leadership Series System™ (TLS)** to unpack the skills needed to transform how people work across the marketplace. The hard work is redesigning organizations to deliver the different and significant vertical rise of strategies to set a new direction. The most successful professionals are those who embrace new behaviors to stand out in a crowd where decisions separate people from ALL the rest.

The books communicate clarity in critical conversation and accelerate growth, while mastering the skills that machines can't replicate. It's ALL about increasing and delivering productivity at higher levels and this series helps you allocate resources wisely throughout the environment, Future-Picture products, and business opportunities.



CREATIVE TECHNIQUES IN STRATEGY DESIGN

The Triplicity FormatSM Strategy “Individuals-Concepts-Exploitation”

 Individuals

 Concepts

 Exploitation

The Triplicity FormatSM Strategy: led from Individuals (people) who use Concepts (strategies) to make the next-level better: Exploitation (process and technology). This is a system that explains discipline, clarity, and adaptability. This is what wins. Making Objectives & Key Results (OKRs) and Key Performance Indicators (KPIs) the team’s actions consistently pivot decisively, staying calm in the process, while improving and iterating without confusion or ambiguity. This is a key if the strategy that TLS calls its “Adaptability Quotient (AQ).” Here’s the spectrum of professional service practices that sets a new trajectory:

INDIVIDUALS

As workplace models evolve and new technologies emerge, organizations face increasingly complex workforce challenges that require adaptability for long-term success. TLS' services support businesses with integrated, innovative people solutions and insights designed to accelerate sustainable performance. Leverage your expertise through enterprise transformation, forward-thinking talent strategies, optimization of learning functions, and enabling technologies to shape a future-ready workforce environment that drives organizational growth.

TLS's workforce strategy emphasizes the transformative potential of generative AI, labor market and talent pool analysis, modernizing learning processes, and targeted professional development and upskilling. Whether optimizing people strategies or updating operating models, TLS delivers workforce management solutions that support digital transformation objectives.



Choose TLS services to embrace the future, drawing on their human capital expertise and advanced experience to help you build an agile, innovative, and sustainable organization.

Individuals

Intelligent Elevated LeadershipSM (IEL)

The Six Powers for GrowthSM Strategy

The Heptagon FrameworkSM (strategic communications)

CONCEPTS

TLS forms industry-focused teams that anticipate and address trends by integrating innovative ideas, strategies, and technologies to optimize operations, lower costs, and enhance user experiences, all while staying compliant with industry requirements. TLS's key objective is to support profitable growth by fulfilling customer priorities that drive operational efficiency. By refining customer service processes and experiences, TLS achieves better outcomes. Increasing specialized operational teams, users optimize operations, supply chains, and related functions. Their expertise encompasses strategies and technologies, analytics-driven decision-making support, and the use of Artificial Intelligence for process automation if needed. These approaches are essential across organizational services that shape Customer Experiences (CX).

Growth is an essential ingredient to continued organizational success. While many teams and leaders can achieve growth organically, that can require considerable time and effort.



To grow sustainably, the next-lever, which is different for everybody, benefits from exploring a range of market opportunities—such as identifying complementary solutions for potential non-core operations for divestiture or outsourcing select functions to improve cost efficiency or assessing opportunities in emerging markets. TLS's Concepts include:

- Risk Actionable Strategy PlanSM (RASP)
- Ancillary Strategies (all of them)
- The Gamification Tools & Resources
- Customer-facing Experiences (CX)

EXPLOITATION

DisRuption—whether economic, technological, or cultural—is an opportunity, people who specialize in transformation go beyond traditional analytics. They do this by harnessing advanced capabilities, some generated by AI, to detect patterns, predict outcomes, and extract actionable insights at speed and scale. True transformation means a fundamental shift in how organizations function and with AI-enabled solutions, that shift or pivot accelerates competitive progress to drive sustainable growth. Exploitation is the missing link between data and value that produce insights—for the right people. Exploitation is opportunity that includes:

The FOUR ImperativesSM Strategy
Lean into AmbiguitySM Strategy
Disruptive Differentiation StrategySM (DdS)
Performance-driven ExecutionTM (PdE)

The FIVE TeamSM System

The FAST-Galloping TeamSM Leader
The Frequent TIMESM Strategy
The Actionable 5-RingzSM Strategy
The Specific FISHSM Strategy
The Targeted PivotzSM Strategy



Your efforts need **“the DOSE Initiative” (Differentiation-Opportunity-Strategy-Execution)** to turn powerful ideas into practical and scalable guidance that develops **“Actionable Checkpoints”** using **“The FOUR Horsemen System”** and the accompanying Ancillary Strategies, to build a powerful team of professionals using the key strategies within the system:

The Sustained Actions: TIMESM Strategy (Behaviors)
The Disruptive Modeling: 5-RingzSM Strategy (Divisions)
The Incremental Improvements: FISHSM Strategy (Improvements)
The Radical Breakthroughs: PivotzSM Strategy (Execution)

APPS & TEAMS

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Using the **FIVE** TeamSM System, people effectively learn to work faster, are more independent, and can handle greater complexities than ever before. Building a GREAT team can't work in any environment if members aren't willing to accept differences and being Protagonistic is very difficult work. That's why we introduced "**The Better-Best Team Player**" into the Triplicity Leadership Series (TLS). In this book, Skipper highlights the qualities that set exceptional team members apart from others. The Better-Best Team Player offers a practical framework and straightforward tools to help organizations find, attract, and nurture the best team players for ANY environment.

In the business app (**The AxeusSM Platform: Solutions Increase Productivity**), users can process improved outcomes to devise speed and growth of your business with next-level decisions. While, in the personal health app (**The ReVyveSM Platform: AI Generated Personalized Recovery Plans**), users can develop and deliver physical and mental health to transform their approach and manage personal health. Both apps are AI-powered and available at the company's website: thebisongroup.io.



Finally, the Triplicity Leadership Series facilitates things through the "**Six People-types BlueprintSM**," which is the first step team leaders use to unpack member roles for strategic Operational Excellence (OpEx) using:

1. The Headscratcher: drive towards the exit. We call this the "quiet quitter."
2. The Disorderly: drive to disengage from systems and to demoralize others.
3. The Guardian: drive to exert influence on people based on TIME.
4. The Specialist: drive to improve functionality and process.
5. The Strategist: drive for consistency and stability in improvements.
6. The Venturer: drive to achieve leverage points to maximize desired outcomes.

DEFINITIONS USED IN THE TLS



TLS helps to understand why associates and members behave the way they do and how to create a better, more productive environment through the “Strategy Champion’s Pyramid” to:

Reshaping Penetration (sales).

Engaged Purpose (vision).

The Sphere of Influence (concept division).

Geography Expansion (impact).

Continuous Transformation (evolution).

Use Effect-based Operations (EBO): advanced techniques.

There are other essential definitions used in the Triplicity FormatSM Strategy:

In addition to the core terms, there are other crucial terms for understanding this business strategy. Together, users learn to act, think, and feel differently within a workplace combining “psychology” with business strategy, and aiming to move to the next-level.



ELEMENTS AND PRINCIPLES OF TLS

What It Is & Isn't, and What It Means for the Team and Organization

- ➔ Execution (Always On)

- ➔ Persistent Memory

- ➔ Model Flexibility

- ➔ Continuous Transformation

- ➔ Upskilling AI Digital Workers

- ➔ Completely Protagonistic!



TOTAL PERFORMANCE BREAKTHROUGH

Disruptive technologies and new business models are continuously re-defining and re-aligning the marketplace...

TLS is the first widely visible example of a general-purpose business strategy that works truly at scale. With its two-apps, first, it uses SaaSops to streamline and manage work, offering strategies that improve project management and differentiation through collaboration and transfers customer touchpoints that matter most. Second, it delivers personalized recovery plans to boost mental health, all powered by AI.

Professionals are supported on their journey to restore their strength, revitalize their confidence, and rebuild their independence—one milestone at a time. Finally, it signals a shift toward continuous execution, long-running workflows, autonomous task management, and AI embedded in daily operations. Major technology providers are already moving to bring these capabilities into governed, enterprise-grade platforms. This is the next phase of personal and soon enterprise empowerment.

The Triplicity Leadership Series System™ (TLS) guide shows how to overcome the twisted side of leadership and WHY people should use Leadership 2.0. TLS is a Swiss Army knife, and the tools are being handed over to make the right choice for the team and organization.

Lastly, disruptive technologies and new business models are continuously re-defining and realigning teams and organizations within the Business & Industry sector. TLS is designed to help; let it drive value and growth as your organization evolves!

CUSTOMER- FACING EXPERIENCES (CX)

Customer-facing Experiences (CX) is really hard; “customer needs” are different from “customer wants” and the needs are extremely difficult to satisfy. When people place themselves at the center of a problem or challenge that affects the customer versus the other way around, bad things happen. STOP! STOP! STOP! Start “customer fixation” at the front door and throughout the journey by **doing these things**: understand the audience, develop and deploy a clear digital CX, innovate and disrupt the old, utilize tech resources and gamification tools, keep the customer’s future-picture in mind, continuous transformation always wins, integrate process mining, unpack the 6Es of Simplified StrategySM, and encourage upskilling within the teams.



Demonstrating the Rationale for Implementing TLS at This Time

STRATEGIC PERSPECTIVE

Current Scenario: Many organizations treat strategy as a periodic occurrence—an annual retreat, a five-year plan, or a document sanctioned in Q4 and neglected by Q2. As a result, their strategies continually lag behind the realities they face: designed for the circumstances that existed at the time of their creation, rather than those that emerge over time.

Challenge: Traditional strategic planning relies on outdated assumptions—that the tomorrow is predictable, strategies can be set once and disseminated across the organization, and disruption is rare and manageable. As a result, organizations continue using twentieth-century management methods in a rapidly evolving twenty-first-century environment.

Way Forward: The Triplicity Leadership Series System™ (TLS) replaces the outdated planning cycles with continuous operating discipline. Continuous operating discipline refers to an ongoing process of strategic assessment and action, rather than a one-time event. TLS centers on three core activities: understanding the current environment, determining next steps, and executing decisions. These activities are carried out through iterative cycles—that is, regularly repeating the three steps to adapt to changing circumstances. By adopting TLS, organizations shift from treating strategy as a standalone event to developing it as a living, ongoing capability.

For example, a manufacturing company implemented TLS and experienced a 20% improvement in responsiveness to market changes within six months—far outpacing results achieved through previous annual planning cycles. This was done in collaboration with AI, and the company was able to quickly identify shifts in customer demand and adjust production strategies in real time, demonstrating the practical benefits of TLS over traditional approaches.

Strategic setbacks do not result from poor planning, but from the limitations of traditional planning itself. The foundational premises of conventional strategic planning—including beliefs about technological stability, the effectiveness of cascading plans, and the adequacy of incremental shifts in the face of continual disruption—are no longer valid. This structural disconnect prevents operational strategy from aligning with the evolving environment. The solution lies not in better planning, but in redefining the relationship between people (**Individuals**), its strategies (**Concepts**), and the organization (**Exploitation**)—keeping strategy perpetually active. This E-book introduces TLS: a disciplined, three-activity model of environmental assessment, decision-making, and action, implemented through ongoing iterative cycles and guided by a clear strategic direction.

A BETTER WAY

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With over thirty years of experience supporting leadership teams in the U.S. Marine Corps and doing the actual work with our own team and diverse industries, the E-book explains why traditional planning fails, identifies factors sustaining these failures, and outlines actionable steps for leaders to transform their strategic operating systems from static documents to dynamic and real organizational capabilities.

Begin Your Strategic Journey

Ready to take action? Contact us today to schedule your leadership strategy presentation and receive a complimentary copy of our Triplicity Leadership Series System™ (TLS) implementation guide. Start transforming your organization's strategic capability now.

Book References:

- Triplicity in the Age of AI
- Triplicity in the Age of AI Pocket Guide
- The Better-Best Team Player
- TALK: Strategic Communication for Leaders
- Go Slow to Go Fast: Planning to Execution (2015)



"A Better Way" offers this E-book outlining the full strategy of our Triplicity Leadership Series System™ (TLS). There's value in being different, even if it's from the outside-in. As stated in "Go Slow to Go Fast," strategy offers proven and credible strategic principles to help leaders and organizations survive big bangs to become Big-bang disruptors in their own right, creating their own strategic advantage within the competitive landscape they operate. Try a fresh approach if you're ready to lead disruption before it leads you. Tomorrow will not belong to the organizations that move the fastest. It will belong to the leaders who move together. That is Triplicity.

SUMMATION

Rethinking Enterprise Architecture for the ARTIFICIAL INTELLIGENCE Era: business leaders face a choice in modernizing enterprise architecture and technology: they have to decide, do incremental change or full-scale transformation? The Triplicity Leadership Series System™ (TLS) outlined in this E-book shows the benefits and pitfalls of each path that affects **the three-dimensions: Individuals-Concepts-Exploitation.**

An organization's architecture is its blueprint for long-term value creation. Grounded in leadership and business strategy, a strong architecture comprises all of the processes and opportunities—leadership, strategies, tactics, and technological advancements—networks, services and systems make executing that strategy possible for achieving the next-level. It requires people to integrate new elements as business objectives evolve. Leaders accustomed to thinking in three-to-five-year cycles must now make foundational choices in months, not years to stand on a precipice. Nonetheless, examining these paths is valuable for leaders who are exploring how to update their teams and organizations.



Lastly, leaders have always walked a tightrope between stability and innovation. They are tasked with creating and evolving an architecture that is secure but also cutting edge. This E-book offers the best balance of control and progress and only amplifies this tension. Importantly, most teams and organizations will pursue a middle path, which might look like process-based modernization. That's because few of them will find the financial resources to do an enterprise-wide transformation using a single strategy. That's where TLS comes to bear. Every integration shift, whether incremental or transformational, will need to be aligned to tangible organizational benefits; such are the new risks and economics of enterprise transformation in the AI age. **Welcome to the Triplicity Leadership Series System™ (TLS).**

OTHER BOOKS BY SKIPPER

Many individuals seek insightful books on decisions, leadership, strategy, operations, and effective people management. While numerous classic works address these topics, it is worthwhile to review the additional titles authored by Damian D. “Skipper” Pitts, which may have previously escaped notice. These books gained significant attention as professionals recognized the need to redirect their careers or adapt to new challenges in the workplace. Moreover, readers discovered practical approaches to enhance their professional navigation. Several of these titles capture pivotal moments when ideas or behaviors reach a critical point and rapidly influence broader society—much like how an epidemic can begin with a single source. Skipper’s publications offer valuable perspectives on topics ranging from organizational change to social dynamics:

- *The Art of Detachment: Breakthrough Principles to Transformational Leadership*
- *Building Great Teams: Charting the Path of Organizational Politics*
- *Building Great Teams: The Monograph*
- *Success Traps: Awaken Your Realized Potential For Lasting Fulfillment*
- *Success Traps: The Concepts Guide*
- *Successfirmations: Think, Reveal, Receive*
- *Go Slow to Go Fast: Planning to Execution*



THE ORGANIZATION

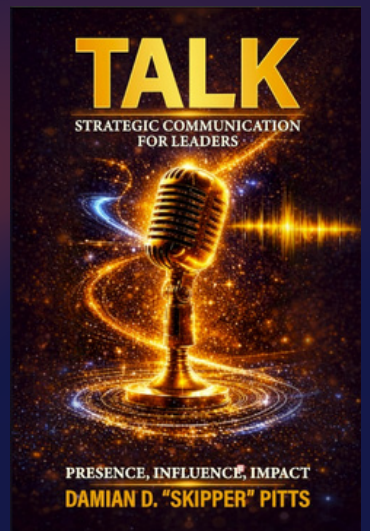
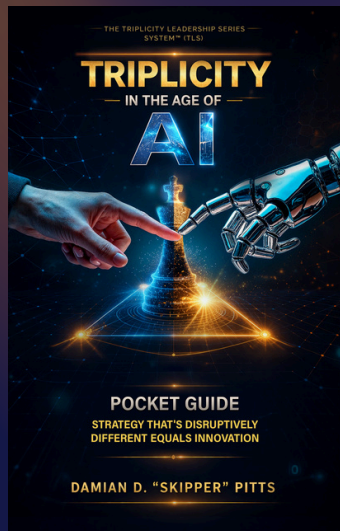
The Bison Group Organization

Damian D. "Skipper" Pitts is the Founder/CEO of the Bison Group, a consulting firm that delivers Protagonistic viewpoints, mindsets, and attitudes to change or improve performance in the workplace. The Bison Group attacks an organization's three-dimensions: Individuals-Concepts-Exploitation to make the allocation of resources win using Disruptive DifferentiationSM (DdS) Strategy, the **FIVE**-Galloping Team, Operational Excellence (OpEx), Performance-driven ExecutionTM (PdE), and the 2-Apps: The AxeusSM Platform: AI Automation to Increase Productivity and the ReVyveSM Platform: AI Generated Personalized Recovery Plans, to influence Customer-facing Experiences (CX) for the better.

To learn about why you should integrate a different approach into your organization, send us an email at support@damianpittsllc.com or visit Skipper and the team online at www.thebisongroup.io or www.damianpittsllc.com. Thank you.



THANK YOU



A LEADERSHIP AND OPERATIONAL APPROACH FOR A WORKFORCE UNINFLUENCED BY COMPETITION

This executive field guide introduces *The Triplicity Leadership Series System™ (TLS)*—a comprehensive leadership, operations, teambuilding and business solution toolkit created by Damian D “Skipper” Pitts and his team of professionals. It helps organizations understand the TLS System and navigate disruption, strengthen Operational Excellence (OpEx), and lead with greater clarity in the age of AI.

ARTIFICIAL INTELLIGENCE entered the mainstream at the end of 2022 and has since transformed nearly everything it touches. While it’s a powerful tool for increasing efficiency, synthesizing information, and generating ideas, there is one area where AI’s presence is undoubtedly unwanted: Leadership Nuance (sustainable strategic change for organizations that’s complex, subtle, or hidden in plain sight).

In today’s environment, disruption is constant. Technology is accelerating. Decisions are more complex. And the cost of hesitation has never been higher. Too many leaders wait. Too many organizations are delaying. Too many teams remain anchored to what worked yesterday, while the Future-Picture is already unfolding.

Leadership today requires more than strategy. It requires direction. It requires movement. It requires differentiation. And it requires courage to act before conditions are perfect; they NEVER are. Sometimes that means stepping forward without full certainty. Testing new ground. And making moves before you’re forced to.

That’s where Triplicity comes in. It’s a shift in how leadership graduates to Leadership 2.0 and business solutions are both understood and applied. Because in the end, doing almost everything right is no longer enough. The thing that matters most...is alignment and the TLS System does that and more.

Damian D “Skipper” Pitts

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