

Dan Flynn

Enterprise Transformation Executive · Author of The Four A's of Organizational Readiness™ (August 2026)

1,033%

DELIVERY PERFORMANCE
IMPROVEMENT

7,000+

EMPLOYEES SUPPORTED ACROSS
TRANSFORMATION

30 Years

INSIDE COMPLEX ORGANIZATIONS

Aug 2026

THE FOUR A'S BOOK LAUNCH

WHAT DAN PRODUCES

Organizations measurably more capable of doing hard things.

“Performance is not primarily a function of talent, strategy, or technology. Performance is a product of conditions.”

Dan Flynn has spent thirty years inside complex organizations watching the same pattern repeat: capable people, insufficient results — not because the people were wrong, but because the conditions were. His engagements identify which operating conditions are constraining performance and build the specific environment that removes those constraints.

The documented result: a 1,033% improvement in delivery performance. Not by changing the team or the technology. By building four conditions — protected attention, shared alignment, clear authority, and a structure that can actually learn.

THE FRAMEWORK

The Four A's of Organizational Readiness™

A

Attention

Chosen Focus

A

Alignment

Shared Picture

A

Authority

Ability to Act

A

Adaptability

Mechanism for Learning

A diagnostic framework for identifying which operating conditions are limiting performance — and a build path for creating the conditions where capable people naturally produce capable results. Forthcoming as a book in August 2026.

DOCUMENTED OUTCOMES

1,033%

DELIVERY PERFORMANCE

Same team, changed conditions. Six months.

1,600+

AUTOMATED PROCESSES

From 20 unreliable daily processes to 1,600+ running 9x daily.

<1 Hour

ISSUE RESOLUTION

Down from six weeks. Conditions — not code — were the constraint.

80%

PROCESSING TIME REDUCTION

10-hour daily HR process reduced to under 2 hours.

HOW DAN ENGAGES

Every engagement starts with diagnosis.

Dan's engagements are diagnostic and build partnerships. The work begins by reading the site — the actual operating conditions of your organization, not what the org chart or strategy deck says should be present. The Four A's framework is the diagnostic lens; the engagement is the build path.

Organizational Readiness Diagnostic	2–4 weeks	Full Four A's diagnostic. Structured assessment across all four conditions, leadership interviews, findings report, and specific build recommendations.
Advisory Retainer	Monthly	Ongoing advisory for C-suite leaders. Monthly working sessions, quarterly diagnostic refresh, direct access for real-time decisions and strategic questions.
Executive Workshop	Half-day / Full-day	Applied Four A's session with the senior leadership team. Diagnostic, findings, and build priorities identified together in a single session.
Keynote / Speaking	45–75 min	Single keynote, single idea, single framework. Available for conferences, leadership summits, and organizational off-sites.
Fractional Executive / Interim	Negotiated	Dan embedded with your organization as an executive leader for a defined period. Transformation leadership from inside the organization.

EXECUTIVE OPPORTUNITIES

Open to senior executive roles where transformation is a capability, not a project.

Dan is available to organizations where leadership is serious about building the conditions that make extraordinary results natural — not one-time events. He takes roles where authority is real and accountability is expected. Engagements range from advisory and fractional executive to full-time C-suite and VP roles.

→ Chief Transformation Officer

→ VP / SVP, Enterprise Transformation

→ Head of AI Readiness & Modernization

→ Interim Transformation Leader

→ Operating Model Advisor (CEO / Board)

→ Executive Speaker & Facilitator

FOR SEARCH FIRMS & EXECUTIVE TEAMS

Reach out directly. Dan responds personally to executive search firms, boards, and senior leadership teams evaluating transformation leadership.

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