

AMCI EOS Workshop Agenda

Facilitator: Damon Neth, Expert EOS Implementer

Bio: ***Damon Neth** is an experienced entrepreneur, mentor, and coach who has helped hundreds of small- to mid-sized companies achieve outstanding results for more than 20 years. As a founder of seven companies—five alongside his wife, Stacey—Damon brings firsthand experience of both the rewards and challenges of building healthy, sustainable businesses. He is known for his practical insight into leadership, organizational dynamics, and the realities entrepreneurs face as they scale.*

Damon previously founded StoreForeward, Inc., where he led large-scale technology and operational transformations for well-known organizations, including Dunkin'/Baskin-Robbins, Cablevision, KMart/Sears, and Papa John's. He later founded CXO Service Co., providing interim executive leadership and working across multiple companies simultaneously, where he was introduced to EOS. Seeing the results achieved by EOS-run organizations led Damon to become a Professional EOS Implementer, helping leadership teams gain clarity, traction, and long-term health. Damon is passionate about helping entrepreneurs and leadership teams grow and succeed, and actively mentors through programs such as EO Ignite and SKU, while remaining a long-standing member of EO in Austin, Texas.

Friday, February 13, 2026

Time	Section	Description
8:30–8:45	Welcome and Framing	Set context for the morning, review what the assessment showed, and outline how the session will run. Focus on practical application and peer learning, not EOS theory.
8:45–9:15	Scorecards and Everyone Has a Number	How individual numbers, department scorecards, and company scorecards work together. Covers what makes a good number, how to create meaningful numbers for entry level and admin roles, how to give team members agency even when key business decisions are made at the leadership level, and how leading indicators connect to revenue, margin, and capacity.
9:15–9:45	Peer Exchange. Making Numbers Real	Participants share the numbers they own, how those numbers drive behavior, and where people feel disconnected from business outcomes. Discussion focuses on what has worked, what has not, and how organizations connect frontline roles to real business impact.

9:45–10:00	Break	Break
10:00–10:30	Core Processes, Followed by All	What it really means for a process to be followed by all. Covers how to tell if a process is actually being used, where triggers and ownership should live, how systems enforce compliance, and why documentation alone is not enough.
10:30–11:00	Peer Exchange. Making Processes Stick	Participants share how they know whether processes are being followed, what systems make them unavoidable, where people still go around the process, and what breaks when they do.
11:00–11:15	Connecting Numbers and Processes	Facilitated discussion on how scorecards reveal broken or missing processes, how strong processes protect key numbers, and how to create accountability without micromanaging.
11:15–11:50	Open IDS	Participants use the EOS IDS framework to raise, discuss, and solve real issues related to scorecards, individual numbers, and core process adoption. This session gives the group time to go deeper on the most pressing challenges surfaced during the morning and leave with practical solutions, and experience a facilitated IDS process.
11:50–12:00	Commitments and Close	Each participant identifies one improvement to their scorecard and one improvement to a core process. Final questions and wrap up.