

Managing For Results

Goals Set

- Where would I have to be in three years in my work and life so that when I looked back in three years time I would say, WOW! I have accomplished a lot, may be more than in any other three years in my life.

Let's Get Closer To Reality

- What would I have to accomplish for each of the three year goals in the next TWELVE months to give STRONG evidence that I will achieve my three year goals
- 12 months is 33 % of the way to 3 years.
- Set 12 month goals at 40%.

Once Again...Closer To Reality

- What would I have to accomplish for each of the twelve month goals in the next FOUR months to give STRONG evidence that I will achieve my twelve month goals.
- 4 months is 33 % of the way to 12 months.
- Set 4 month goals at 35-40 % or more.

REALITY!

- What actions will have to be take in the next four months to achieve the quarterly goals?
- Schedule the time for the thinking and actions to achieve the 4 month goals.
- GET THESE ON YOUR CALENDAR!!
- Even if you have no specifics, block out time.

MANAGING FOR RESULTS

1. Awareness of GOALS
(Planned vs. Actual)
 - Gaps
 - Trends
 - Surprises
 - Best Practice comparisons

Commitment

2. Top of List Priority

Significant issues (problems, gaps, opportunities moved to top of priority list.

No more than three per person.

These get enough time!!!!

These get first attention.

Understanding

3. X>Y

-What is causing... [Bacteria]

-What is preventing... [High stress]

Understanding

4. Levers of change [Penicillin/Meditation]

-NOTE: X>Ys are not always levers

- Surface several levers

ACT

5. Actions

- Choose actions and implement
- Measure

Corrective Action

6. Success –we are in control

OR

7. Failure: It did not work

- Causes and/or barriers [X>Ys] not true ?
- Levers of change did not lever.

- There fore back to X>Y and Leverage
