

October, 2005

**"Great spirits have always encountered
violent opposition from mediocre minds..."**

-Albert Einstein

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15 ABSOLUTES FOR SUCCESS

Strategic Planning and Change results are directly tied to your organization's ability to successfully implement your chosen plan. Below are fifteen tools and absolute 'must haves' for strategic planning and change implementation success. This is part one of two parts on techniques to ensure your organization's implementation success.

PLANNING LEADERSHIP AND CHANGE

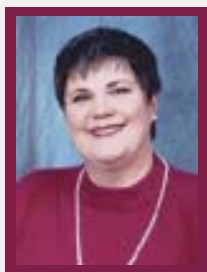
TOOLS - TIPS - TECHNIQUES FOR SUCCESSFUL IMPLEMENTATION

- ___ 1. Have a clear and shared vision/values-of your Ideal Future with customer-focused outcomes/measures and a clear positioning in the marketplace.
- ___ 2. Set up an "internal cadre" support team-with overall change management coordination reporting directly to the CEO/Executive Director.
- ___ 3. Develop focused and shared core strategies-as the glue for setting and reviewing annual goal setting and action planning for all major departments/SBUs, with a single page "tri-fold" to communicate the Strategic Plan.
- ___ 4. Set up "Strategic Sponsorship Teams" (SST)-of cross-functional leaders to develop, track, and monitor each core strategy.
- ___ 5. Use a Consistent Annual Planning Format-to link strategies/priorities to annual plans and results.
- ___ 6. Set the Top Annual Priorities-on only 2 pages to focus everyone on what's important next year.
- ___ 7. Conduct Annual Large Group Review Meetings-each year to ensure everyone knows and is "in sync" with everyone else.
- ___ 8. Focus on and phase in the Vital Few Leverage Points-for Strategic Change over the next 2-3 years, starting with leadership skill building immediately-and then focus on being a "Star" in "value-added delivery," Strategic Business Design and The People Edge.

[CLICK HERE FOR ALL 15 TOOLS...](#)

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