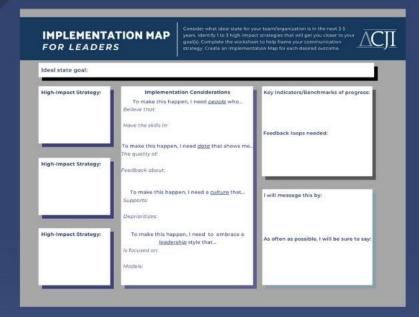
## Today's Handout



acji.org

### Implementation Map for Leaders





Scan the QR Code to access the Handout



## **IMPLEMENTATION MAP**FOR LEADERS

Consider what ideal state for your team/organization is in the next 3-5 years. Identify 1 to 3 high-impact strategies that will get you closer to your goal(s). Complete the worksheet to help frame your communication strategy. Create an Implementation Map for each desired outcome.



Ideal state goal:

**High-Impact Strategy:** 

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#### IMPLEMENTATION MAP FOR LEADERS

Consider what ideal state for your team/organization is in the next 3-5 years. Identify 1 to 3 high-impact strategies that will get you closer to your goal(s). Complete the worksheet to help frame your communication strategy. Create an Implementation Map for each desired outcome.



Ideal state goal: To address components of the people and create a learning culture

**High-Impact Strategy:** 

Align around our why triangle

Learn in Public by sharing mistakes and actively seeking feedback

Operationalize the foundation of

**High-Impact Strategy:** 

the org culture (co-create)

#### **Implementation Considerations**

To make this happen, I need <u>people</u> who...

Believe that:

Have the skills in:

To make this happen, I need <u>data</u> that shows me... The quality of:

Feedback about:

#### **Implementation Considerations**

To make this happen, I need <u>people</u> who...

Believe that: Progress over perfection

We is smarter than me

Have the skills in:

Connecting with others, coachable,

Being vulnerable

To make this happen, I need <u>data</u> that shows me...

The quality of:

Staff to staff interactions, how often alignment/

misalignment is discussed/shared in meetings

Feedback about:

My emotional contagion, my blind spots

To make this happen, I need a <u>culture</u> that... Supports:

Deprioritizes:

To make this happen, I need to embrace a leadership style that...

Is focused on:

Models:

To make this happen, I need a *culture* that...

Supports: Honest dialogue, after action

reviews, including staff at all levels

Deprioritizes: Centralized decision-making,

closed-door meetings

To make this happen, I need to embrace a

<u>leadership</u> style that...

Is focused on: Developing middle management and

a being accountable to our values

Models: Why alignment in practice

Learning in public

Including others in decision making

**Key Indicators/Benchmarks of progress:** 

Feedback loops needed:

#### **Key Indicators/Benchmarks of progress:**

Increased collaboration as evidenced by....

Increased vulnerability as evidenced by...

Better alignment as evidenced by...

#### Feedback loops needed:

Line staff How often?

Supervisors What to ask?

Clients How to share

results?

I will message this by:

As often as possible, I will be sure to say:

#### I will message this by:

At every meeting sharing about...

In every interaction with staff checking in about....

In every stakeholder meeting sharing info about....

#### As often as possible, I will be sure to say:

What else could be true?

How does that serve our mission/vision?

How could we be 1% better tomorrow?



# THANK YOU!

