


Today's Handout

Implementation Map for Leaders

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: _____ _____ _____	Implementation Considerations To make this happen, I need <i>people</i> who... <i>Believe that:</i> <i>Have the skills in:</i> To make this happen, I need <i>data</i> that shows me... <i>The quality of:</i> <i>Feedback about:</i> To make this happen, I need a <i>culture</i> that... <i>Supports:</i> <i>Deprioritizes:</i> To make this happen, I need to embrace a <i>leadership</i> style that... <i>Is focused on:</i> <i>Models:</i>	Key Indicators/Benchmarks of progress: _____ _____ _____
High-Impact Strategy: _____ _____ _____		Feedback loops needed: _____ _____ _____
High-Impact Strategy: _____ _____ _____		I will message this by: _____ _____ _____
		As often as possible, I will be sure to say: _____ _____ _____



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Ideal state goal:

High-Impact Strategy:

High-Impact Strategy:

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

High-Impact Strategy:

Align around
our why
triangle

High-Impact Strategy:

Learn in Public by
sharing mistakes
and actively
seeking feedback

High-Impact Strategy:

Operationalize
the foundation of
the org culture
(co-create)

Implementation Considerations

To make this happen, I need people who...

Believe that:

Have the skills in:

To make this happen, I need data that shows me...

The quality of:

Feedback about:

Implementation Considerations

To make this happen, I need people 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 data 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 culture 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 leadership 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?



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