

ACTION PLANNING JOURNEY

Most organizations evolve their action planning approach over time. We typically see progression through five stages with each building on the next:

1

2

3

4

5

JOURNEY STAGE:

HIGHLY VISIBLE QUICK WINS

Executive leadership team chooses to make a change that can be implemented immediately

ORG-WIDE PRIORITIES WITH CENTRALIZED ACTION PLANNING

Senior leadership team prioritizes organization-wide opportunities and designates a person or team who will own taking action on each

ORG-WIDE PRIORITIES WITH MULTI-LEVEL ACTION PLANNING

Senior leadership team prioritizes organization-wide opportunities and leaders at all levels take action on those priorities

LOCAL-LEVEL PRIORITIES AND ACTION PLANNING

Business unit, regional, site, and/or frontline managers identify local-level priorities and own action planning

TEAM-DRIVEN ACTION PLANNING

Frontline managers actively engage employees in prioritizing opportunities and taking action as a team

EXAMPLE:



Policy adjustments, like implementing casual Fridays or a gym stipend



Launching a client-focus initiative with company-wide training and org structure realignment



Establishing a DEI program and rolling out related leadership competencies, with leaders tailoring actions to their teams



Focusing on work/life balance at an office or site with low favorability scores



To improve cross-functional collaboration, a team decides that they will each shadow someone in another department once/month