



vision

Business performance and management capability are significantly improved through simplified business planning, open management, and disciplined strategy execution over the course of a single year.



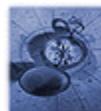
mission

Improve performance through streamlined planning and disciplined execution



objectives

- Build a complete, multi-division business plan in one month
- Align vision, mission, objectives, strategies and action plans across company
- Reduce operational planning and management complexity, cost and time
- Increase managers' business planning skills
- Build accountability throughout the management team
- Engage the entire workforce in mission-oriented strategies and activities
- Communicate business plan and status to selected stakeholders and staff
- Increase planning effectiveness and successful execution
- Improve company performance and profitability



strategies

- Simplify business planning and execution with one page plan and online tracking
- Align planning across divisions through a consistent planning process and format
- Create accountability through continuous alignment, communication and meetings
- Improve management skills through ongoing coaching and mutual support
- Reduce costs of planning/execution by simplification, technology and monitoring
- Create an open management culture with results focus and technology
- Engage staff with easy to understand plans and access to progress reports
- Demonstrate performance to stakeholders with clear reports and timely data



action plans

- (week 0) CEO commits to streamlined planning/disciplined execution/open mgmt
- (week 1) CEO completes company one page plan
- (week 2) CEO/consultant conduct kickoff planning meeting with managers
- (weeks 2-4) Consultant coaches managers to develop business unit one page plans
- (week 4) Management team aligns all business unit plans with company plan
- (weeks 5-7) Consultant coaches CEO and managers on measurement and reporting
- (week 8) Plan owners update individual Scorecards and Status Reports online
- (week 8) Management team meets to review performance against plan
- (monthly) Record progress and conduct alignment/progress tracking meetings
- (year-end) Evaluate and demonstrate company performance against plan