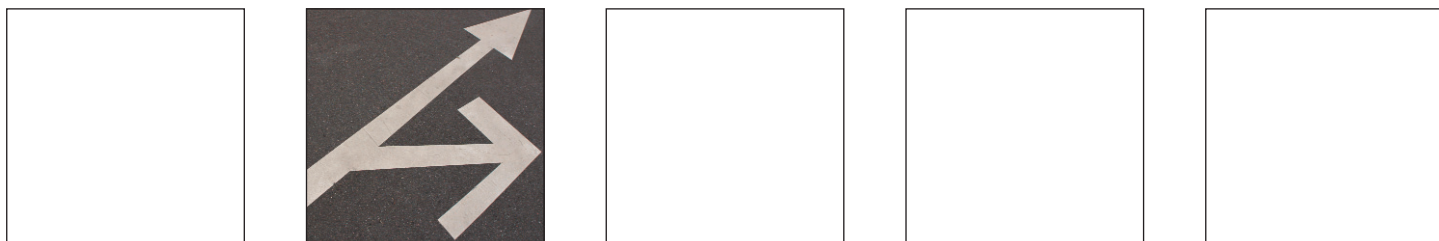


# Outcome-Driven Execution<sup>®</sup>

## 1-Day Workshop for Senior Managers, Middle Managers & Project Leaders



### Outcome-Driven Execution

provides senior and middle managers with proven tools used during the past several years to boost performance and increase morale through the elimination of non-essential practices. This one-day program is a working-session, meaning that is a “learning-by-doing” approach to setting up the practices and approaches to leading an “outcome-driven” work environment.

Leaders will not only come away with a new “mindset” for managing in an outcome-driven manner, but they will also begin setting up the systems and practices necessary for keeping people focused on outcomes rather than micromanaging activities.

### Benefits to Participants and the Organization

Some of the specific outcomes and benefits of this program include:

- **An Organizational Assessment** of areas that are currently “activity-driven” including:

- Organizational Priorities
- Launching Initiatives
- Change Management
- Delegation Practices
- Meeting Effectiveness
- Monitoring & Managing for Results
- Communication Impact

**Benefit | Uncover root-cause problems that have undermined the achievement of business results no matter how hard people work**

- **Strategies for Leading Outcome-Driven Change** that focuses on results, continual movement, develop new habits of execution, and prevents over-planning, lacking cross-functional support, or “flavor of the month” efforts

**Benefit | Change is implemented faster, with more sustainable results**

- **Establish “Non-Negotiable” Organizational Priorities** and communicate those in a way that keeps people focused with a clear sense of direction while accomplishing many other goals and projects for the organization

**Benefit | Priorities are clearer, get achieved on time and on budget with greater alignment from across the organization**

- **Provide a Comprehensive Project Charter** for one of the non-negotiable priorities in a way that ensures cross-functional ownership, addresses cross-functional challenges, and sets up a tracking process to measure outcomes during and after project completion

**Benefit | Project Charters truly set up the project leaders for success with greater cross-functional ownership, resolution of cross-functional breakdowns and more effective resource management**

- **Create an Outcome-Driven Project Plan** that not only identifies activity-based milestones, but also identifies “leading outcomes for success” to ensure that the effort put into a project is accomplishing business outcomes before the project is completed

**Benefit |** Projects are generally accomplished in less time with higher levels of success in accomplishing desired business outcomes

- **Develop an Outcome-Driven Monitoring System** to track key projects in a simple manner that focuses on raising issues, solving problems with multiple input and prevents missed timelines

**Benefit |** Prevents monitoring tasks, rescheduling missed milestones or timelines, and becoming a punishment session, this milestone process reduces monitoring time and increases on-track results

- **Create an Outcome-Driven Communications Plan** that focuses less on the information shared and more on the desired result from the information shared.

**Benefit |** Communication/Information Sharing plans have greater influence and impact to create alignment and understanding for the organization’s direction and the ways to engage in the organization

- **Develop Skills in Outcome-Driven Decision-Making,** delegation and problem solving in order to be more responsive, ensure results are clear and prevent agenda-oriented decisions with task-oriented delegation

**Benefit |** Decisions are made more timely and with alignment, delegation focuses on results rather than activity, micromanagement lessens and people at all levels are driving for results

## Program Agenda

Because this program is a combination of working session and workshop, each topic area has an outcome aligned with the above benefits.

### 1. The Transition from Activity-Driven to Outcome-Driven Thinking

- What’s the difference?
- Misunderstandings about being “Outcome-Driven”
- Assessing your organization
- The costs of being Activity-Driven

### 2. Leading Outcome-Driven Change

- Obstacles and keys for success
- The A to B Model

- Outcome-Driven Communication
- Outcome-Driven Culture Change based on Execution

### 3. Setting Outcome-Driven Priorities (Senior Management Only)

- Obstacles and keys for success
- Identifying current organization priorities
- Selecting the “true” top ten (or less)
- Clarifying ownership for top priorities

### 4. Establishing Outcome-Driven Project Charters

- Obstacles and keys for success
- Process steps and application using a real priority project
- Understanding the pitfalls involved with incomplete charters

### 5. Developing an Outcome-Driven Project Plan

- Obstacles and keys for success
- Process steps and application taking the next steps on chartering
- Understanding the pitfalls involved with standards project plans
- The importance of recovery plans to reduce missed timelines and reducing overall project completion time

### 6. Creating an Outcome-Driven Monitoring System

- Obstacles and keys for success
- Understanding the roles involved with Outcome-Driven monitoring
- Reviewing the process and method for Outcome-Driven monitoring
- Leading an Outcome-Driven monitoring meeting focused on problem resolution

### 7. Outcome-Driven Problem Solving, Decision-Making and Communication

- Obstacles and keys for success
- Solving problems using an Outcome-Driven approach
- Making decisions in a collaborative manner while staying focused on outcomes
- Addressing dissention while making decisions
- Effective execution and follow-through on decisions
- Effectively communicating decisions in an Outcome-Driven manner that focuses on context, accountability and feedback