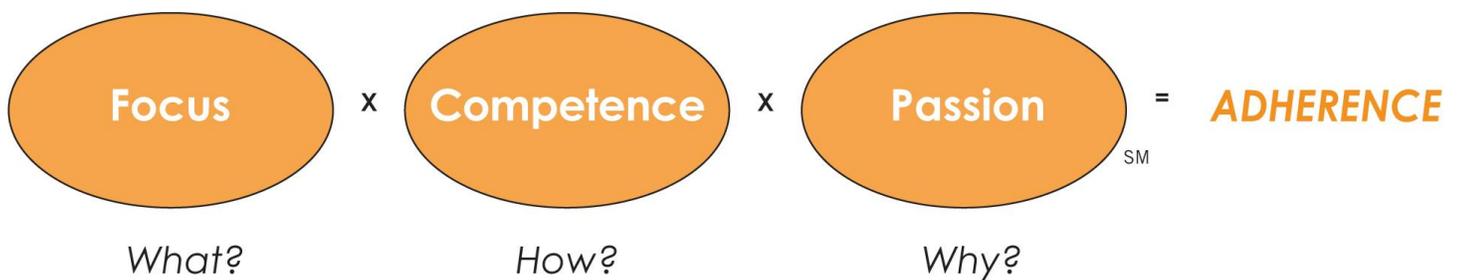


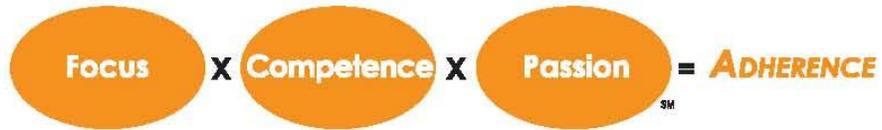
# *Mastering the Art of Adherence*

## **At-a-Glance**



- Keep it Simple
- Identify Your One Thing
- Know when to say "No"
- Keep it Visible
- Treasure your Talent
- Get Systematic
- Balance Your View
- Boost Accountability with Specifics
- Paint the Picture
- Give What You Want
- Value Your Values
- Create Connections

# *Mastering the Art of Adherence*



## IMPLEMENTATION PROCESS



**MONTHS**

<b>PHASE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>
<b>Plan your Strategy</b>																		
1. Prepare for planning by completing 5 Point Check up, key trends assessment and competitor analysis.																		
2. Answer the Six Simple Questions (2-day off-site and one-day follow-up.)																		
3. Agree to plan, timing and roles for implementation and accountability process.																		
<b>Assess your Adherence</b>																		
1. Executives take Adherence Assessment.																		
2. Identify Adherence Accelerators to leverage during implementation.																		
3. Tailor implementation timing and approach based on Adherence Assessment results.																		
<b>Equip &amp; Engage</b>																		
1. Brief executives (3- 4 hours) on how to communicate the Adherence process and educate them on the key concepts so they can serve as positive role models.																		
2. Build competence for next level leaders with training (full day) and communicate the Adherence process and their roles.																		
3. Train mid-level leaders with internal champions. They are also shown the Adherence process and their role in it.																		
<b>Launch</b>																		
1. Conduct team kick-off meetings where managers communicate the strategic plan (answers to the 6 questions) and explain the Adherence process.																		
2. Follow-up team meetings to answer the 6 questions as they relate to their teams.																		
3. Teams review their answers and success metrics with sr. leader.																		
4. Teams begin meeting rhythm to maintain focus on key initiatives.																		

**MONTHS**

<b>PHASE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>
<b>Coach &amp; Align</b>																		
1. Coach executives to ensure personal alignment with the Adherence Accelerators.																		
2. One-on-one Accountability sessions with senior executives to ensure leadership behaviors align with Adherence Accelerators.																		
3. Align the 5 growth enablers with behaviors need to adhere to the plan (Systems/Processes, Roles/Structure, Skills/Knowledge, Leadership, Values).																		
4. Help executives create and maintain an effective meeting rhythm (the most basic of rituals).																		
5. Coach leaders who are two and three levels below the top executive. This is where the work really gets done! 12 bi-weekly sessions.																		
<b>Measure &amp; Realign</b>																		
1. Conduct quarterly strategic reviews (4 hours). Measure % of initiatives at executive level that are on track. Take a look back and a look forward. Ensure personal and organizational actions are aligned with mission, vision and values.																		
2. Re-take Adherence Assessment 6 and 12 months after launch.																		
3. Communicate with multiple channels to reinforce wins for Focus, Competence and Passion.																		
4. Share front-line stories of team members applying the Adherence Accelerators (e.g., living the values, treasuring talent and generally sticking with it).																		
5. Facilitate 12 monthly reinforcement calls to focus on each of the Adherence Accelerators. Discuss the leaders' challenges, successes and best practices. This also provides content for stories in the above step.																		