

QUICK STEPS TO IMPLEMENTING YOUR STRATEGIC PLAN SUCCESSFULLY

Most organizations began their efforts in 2016 to develop a strategic plan for 2017 – although some may not have completed it yet. Regardless, the plan itself is not critical – the implementation is! To get the plan implemented successfully, you need to set the example and engage the staff.

Everything still runs downhill. Thus, if you - the CEO, director, department head, manager or supervisor - want people to implement, you will be more effective when you lead the charge yourself. It's not much different than Brave Heart leading his troops into battle. It is just that today we do not get bloody with the possibility of losing our lives.



IMPLEMENTATION

Yet as the leader, your job is to show your enthusiasm and get your people on board with you. How? Consider the following:

◆ Do as I do – not as I say. Yes, this age old motto still applies. Ask yourself if you are doing what you want your people to do. Randall Thompson, CEO of Millionaire Alliance has a photo of himself rolling up his sleeves. Wow, what a picture! There is no guessing about this leader's ability to do what he expects others to do.

◆ Find your passion. Finding your

passion and excitement about what you do helps others get on board. Speak directly to your group, either in person or via video if you are a large, dispersed organization. Reading from your notes does not instill excitement. Speaking from your heart does!

◆ Speak from the heart. Give your honest you – not the one you reserve for the board room or the media. Use the language your employees use and keep it simple. Show the path and why it's important to the long term success of the organization.

◆ Show respect. Let your people know you care by using respectful language – words such as please, thank you, I care, I'm excited, I'm sorry. Believe they have a desire to help you meet your goals and let them know you are all in this together and indicate their valuable role in achieving the goals.

◆ Use appropriate body language. This affects how others perceive you and even how you perceive yourself. Stand/sit tall, give eye contact to your audience whether it is one person, a few or a whole room. Remember to smile right from the corners of your mouth right up to your eyes. Others will feel closer to you and be more willing to follow your lead when you are friendly looking.

These steps will help your employees see how much you care (or don't care) – it is your passion that gets them on side, not simply mouthing words you don't believe. Follow the steps and show your team what you value. And, do this more than once a year. Knowing your employees' names and something personal about them goes a long way to influencing their passion. You know and I know it's passion that keeps everyone moving forward towards goals.

Sherry's Corner



Winter is upon us once again. The last snowfall has added icy roads and piles of snow to those cold days, and many people have cleaned the snow from their sidewalks.

Walking on a recent chilly morning, I experienced a good feeling of people helping others. A neighbour had cleared his own walkway and the street sidewalk as well as that of his neighbour.

Often we don't look out for each other, concentrating on our own needs and lives. Mother Nature shows helping others is the right thing to do.

What are you doing to help others?

Please share your thoughts.

Email: sherry@dimension11.com

QUOTE

"Be creative while inventing ideas, but be disciplined while implementing them."

Amit Kalantri

Sherry Knight is President & CEO of Dimension 11 Ltd. Listen to Sherry every Wednesday, noon on CJTR 91.3FM (cjtr.ca). To receive Knight Views in your inbox, send an email to subscribe@dimension11.com. Comments and suggestions welcome. Sherry's on Twitter! Follow at: www.twitter.com/SherryKnightD11