

The Habits that Inhibit Effective Change

Jacquelyn Crane

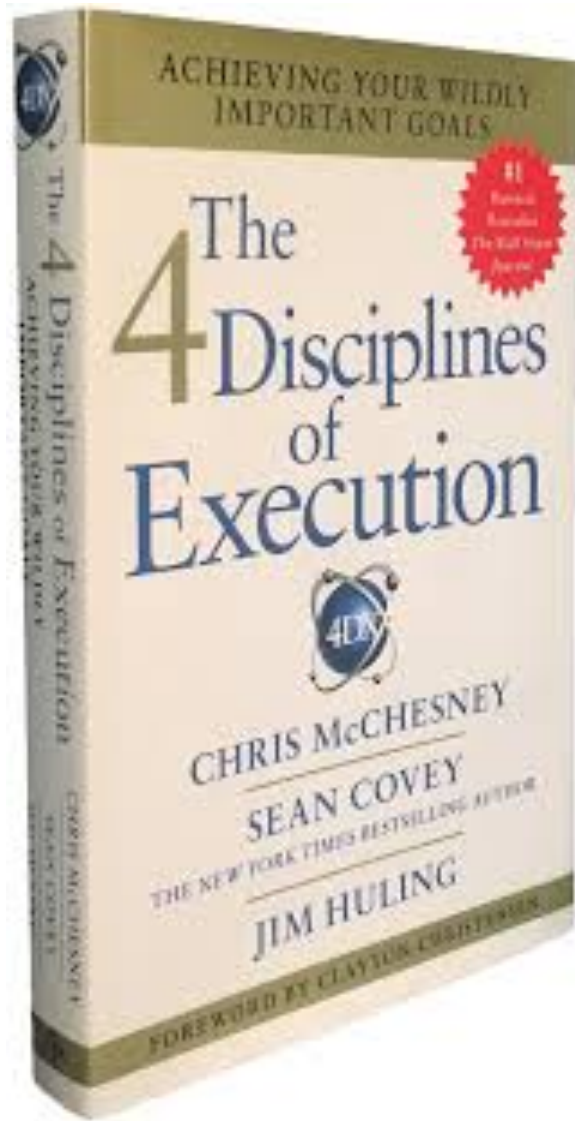
President, Corvus Solutions LLC



Get Stuff Done.







Read this book.



1

You've Got Too Many Goals

“There will
always be
more good
ideas than
there is
capacity to
execute.”

Chris McChesney,
Co-Author,
The 4 Disciplines of Execution

Focus Efforts for Greater Impact



Have no more than one or two “wildly important goals”



Support the goals of the greater organization



Define a starting line, finish line, and deadline

But I Have More Than Two Things to Do!

The Urgent

The Wildly
Important



2

You're Focused on the Wrong Measures





Lag Measures

Quantify your goal

Ultimate determiner of success

Lead Measures

Enable achievement

Predictive of success

Can be Influenced by you

Ongoing

Measurable

3

You're Gaining Buy-In, But Not Engagement

Create a Cadence of Accountability

Players are more engaged when they know the score

- ▶ Track progress toward both lead and lag measures on a simple, visual scoreboard
- ▶ Hold frequent, prioritized meetings for establishing and monitoring individual commitments



Defining Commitments

All commitments should follow a simple formula:

Directly
influence a
lead
measure

Result in a
specific
deliverable

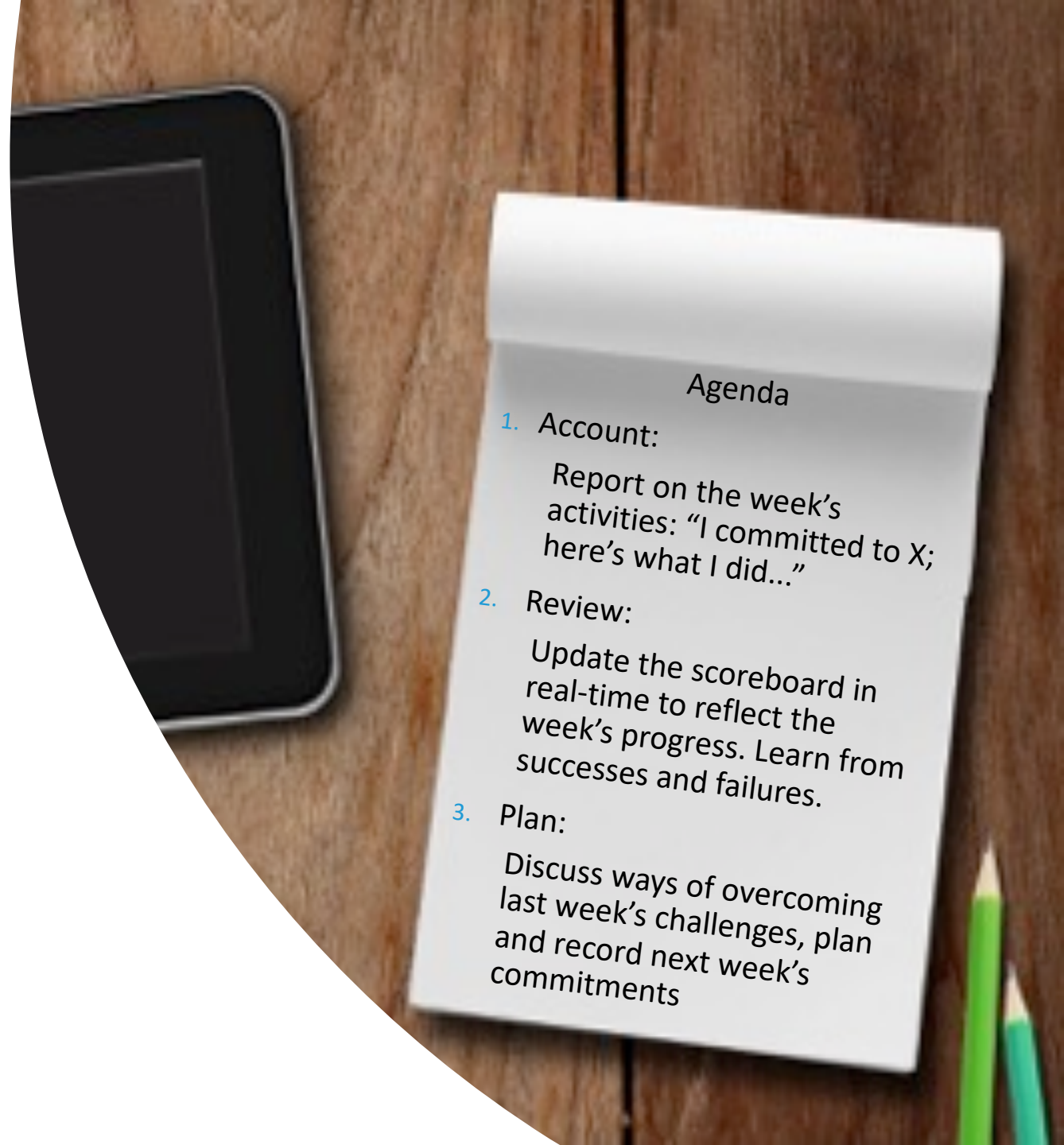
Have a
defined
start and
end time

“What are the one or two most important things I can do this week that will move the scoreboard?”



Rules for Effective Goal Meetings

- No more than 20-30 minutes
- Maintain consistency
- Make it a priority
- Follow a simple, repeatable agenda
- Use a “scoreboard” to guide the meeting, and update in real-time



Remember: You Only Control Yourself

- Remain focused on your most important goals
- Define lead measures to stay engaged and influence outcomes
- Encourage others to make commitments, and hold them accountable

Jacquelyn Crane
President

Corvus Solutions

A Think Patients Company

jcrane@corvus-solutions.com

www.corvus-solutions.com