

PLANNING IS A PAIN! Why Plan and How to do it: the Basics

ECLS lunch & learn TUE 10/16 Capital Area Christian Church

A 50 minute session that reviews the basics for useful planning

Our topics...we will introduce and preview four topics:

- ✓ Why Plan: Pros and Cons (the benefits and overcoming barriers)
- ✓ Best basic building blocks for planning (complaints, concerns, nuggets of gold)
- ✓ Arguments for dreaming for your organization
- ✓ “How to Create a Big Hairy Audacious Goal”

Commercial for the upcoming advanced 3 hour versions offered by TempleNEST

- **Four 3 hr workshops** - discuss, debate, dissect, match, outline and practice planning topics. Come prepared to work, learn and have fun!
- Creating Your Agency's Future through Planning, Alignment and Measuring Success
 - ✓ Why Plan and How to do it: the Basics
 - ✓ Mission Statements without Pain: Aligning Vision, Mission, and Audacious Goals
 - ✓ Getting It Done: From Strategy to Action
 - ✓ Measuring Success: Key Ingredients (with guest panelists)
- **Part 1 of 4 part series: Thu 11-01 from 9AM-12NOON**
- See Susan Washinger or Christina Reardon to sign up for the advanced version.

Why Plan: Pros and Cons

Let's discuss/consider...

- What are the benefits?
- And overcoming barriers – suggestions?



Are the following “planning benefits” ... how so? 2 minutes

- Integrity and accountability throughout your agency (board, managers, staff, volunteers)
- A sense of choice and discipline in your agency
- Break the old *manager* rule (“my way or the highway”)

Strategic Alignment – 3 concepts....

- #1: integrity & accountability throughout your agency
- #2: conscious choice and discipline
- #3: break the “manager” rule
- ***What the World's Greatest Managers Do Differently*** - The Gallup Organization's Marcus Buckingham & Curt Coffman's remarkable findings about great managers across a wide variety of situations. Executives, front-line supervisors, big and little organizations. The managers were invariably those excelling at turning each employee's talent into performance.

GREATNESS IS NOT A FUNCTION OF
CIRCUMSTANCE. GREATNESS IS
LARGELY A MATTER OF CONSCIOUS
CHOICE, AND DISCIPLINE.

Jim Collins



GOOD TO GREAT – Jim Collins. For
more see <http://www.jimcollins.com/>

Integrity and Accountability

“Talk the talk...Walk the walk”

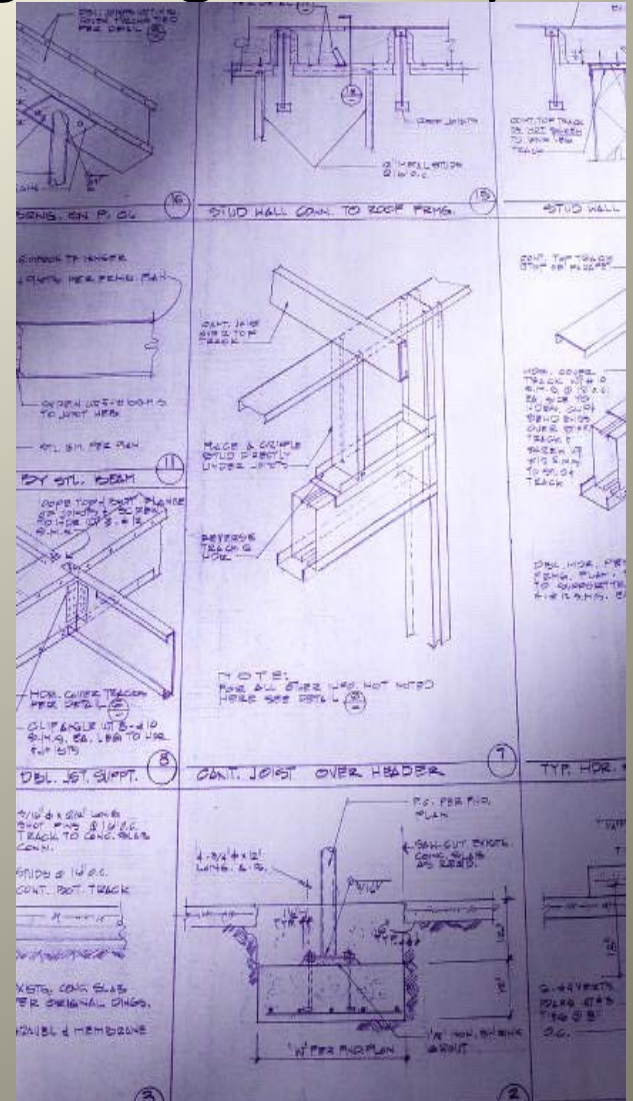
- Your organization’s members (board, managers, staff and volunteers) are good folks...but do they authentically & credibly connect their work with achieving agency mission? If not, then there is no direct **accountability**. So, the agency’s integrity is impacted. **Heavy stuff!**
- Collins uses the metaphor the “Flywheel Effect” where everyone helps everyday to push toward success. **PUSHING** together creates authentic connection, integrity and accountability. **Wow!**

Best basic building blocks for planning (tried and true path to “strategic alignment”)

HANDOUT Model of Strategic Planning

Familiar...used it?

Complaints...concerns....nuggets
of gold?



Vision or Mission – hmm (what are they...do I really need them?)



Arguments for dreaming for your organization

“Do we really need a vision and a mission statement?”

- What is a vision statement and why have one?
- The difference between “vision’ and “mission”.

How might a mission statement help your organization?

How to Create a Big Audacious Goal

Goals should be AUDACIOUS and should be a statement of strategic business focusing an organization on long term, organization-wide targeted purposes. (Phew!)

To be *audacious* implies that the goal/s are likely to be perceived as difficult but not impossible.

- Clear and compelling AND provide a unifying focal point of effort
- Act as a clear catalyst for everyone to move forward
- Identify clear success, so your organization will know when it has achieved something audacious! People like targets AND like hitting them! (Outcomes and Indicators set the “finish line” & targets for audacious goals)

Try it?

Come on...before we conclude today, take a moment and each of you write one strategic goal (or tell us about an existing one) for your agency.

KEYS:

- L-o-n-g term difficult/doable success (3-5 yrs)
- Clear and compelling - unifying focal point
- Clear catalyst for everyone to move forward
- Clear success: your agency will know it's achieved something audacious!
- BREVITY (a short phrase)*

Later, set Outcomes & Indicators to set the “finish line” & targets for audacious goals



How'd we do introducing and previewing our 4 topics?

Score cards: 5 = excellent, 4 = very good, 3 = good, 2 = fair, 1 = poor.

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Planning is a Pain...but you can do it!

Golden opportunity.