

Creating & Implementing Strategic Commitments

*A process to achieve and sustain
breakthroughs in results*



Work In Progress Coaching™

Commitment Trumps Compliance

Change in all domains – social, environmental, economic, technological, global – is happening at an ever-increasing rate. Social structures, organizations and individuals alike must respond in kind. We don't have the luxury of taking the same amount of time to correct an unworkable, unsustainable situation as it took to create it.

The significant problems we face cannot be solved at the same level of thinking we were at when we created them.

A.Einstein

What's being called for is a new way for people to work together. What's being called for is a new way of thinking about issues, challenges, resources, and who we are for ourselves and each other. What's needed is a new paradigm for organizations that develops leaders at all levels, generates work environments that bring out the best in people, rewarding and recognizing all contributions.

A command-and-control paradigm is no longer sustainable. *(You and the people you work with won't tolerate it anymore.)* What's being called for is a paradigm of commitment-and-partnership. A committed workforce is much more powerful than one which is merely compliant. Committed people responsibly challenge assumptions and processes, enable others to act, share knowledge and hold themselves and others accountable. A committed workforce is a competitive, sustainable advantage.

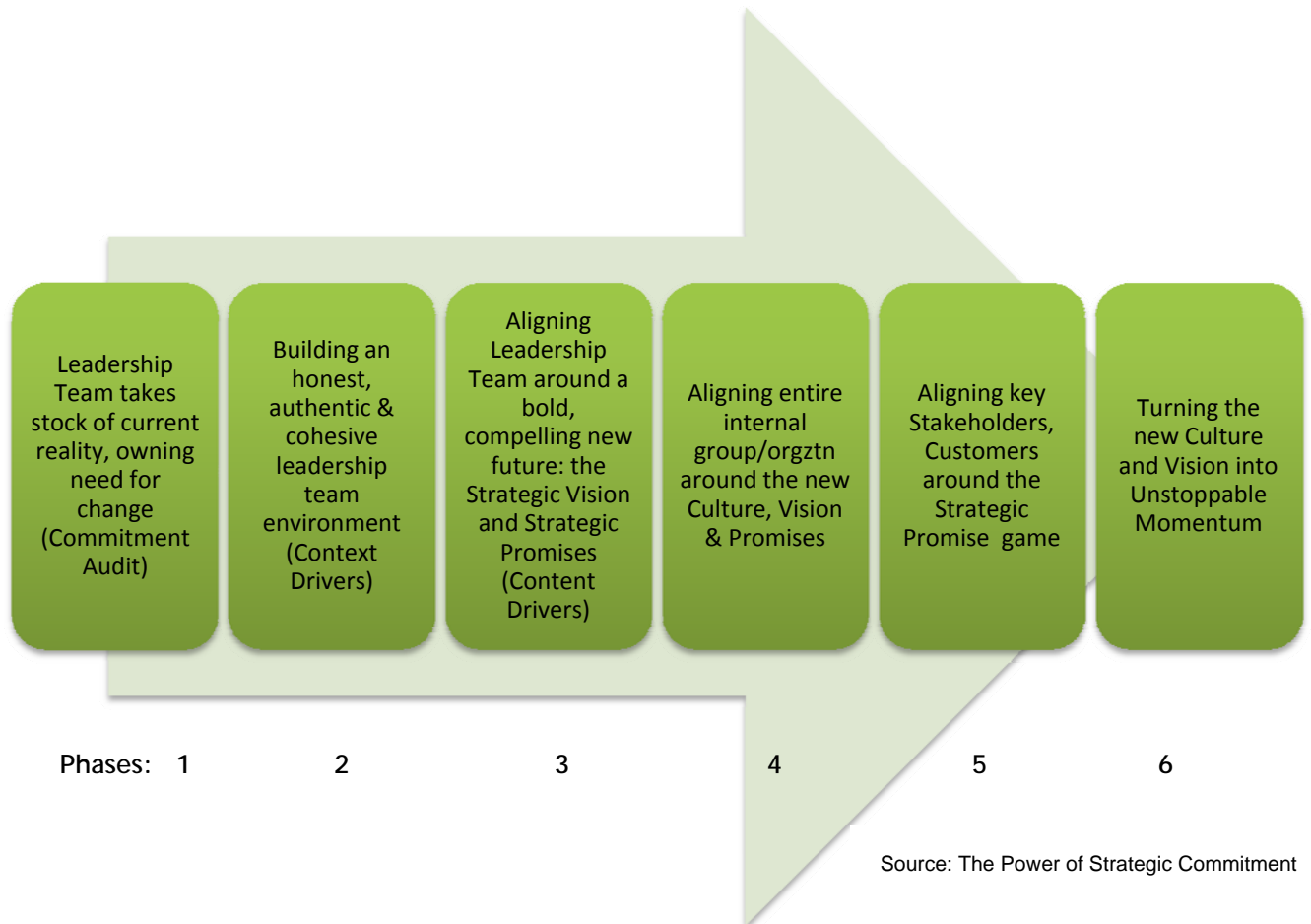


Focused on result - Fueled by commitment

A paradox: The future isn't what it used to be. The future you see today and the pathway to achieve it may not be (probably won't be) the future and pathway you will see a year from now. Being skillful at designing a future for your organization and aligning the hearts and minds of your team to fulfill it is more beneficial, more sustainable than coming up with the perfect plan today.

The Work In Progress Coaching™ approach is designed to unleash potential, build leadership the capacity of each person, and give you access to generating and fulfilling compelling futures.

Key Phases of the Strategic Commitment Journey



The Leadership Team is the key to igniting the process. It leads the process and is responsible for the outcomes. Coaching supports the executives responsible for this initiative and the Breakthrough Project leaders and teams.

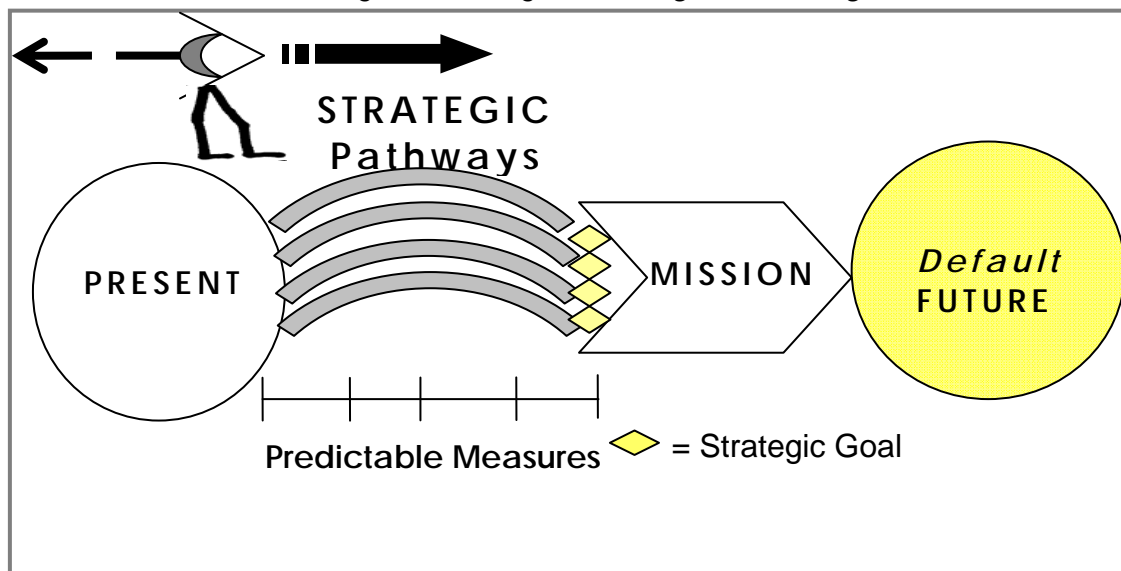
The Strategic Promises are achieved through the Breakthrough Project methodology. Breakthrough Project methodology is not business-as-usual project management. These projects are the “laboratories of commitment” within which people establish new practices of collaboration, transparency, building and extending trust.

Transformation shows up in tangible results. The “beyond predictable” outcomes of the Breakthrough Projects are aligned with the business objectives. You and your team will be educated and coached in this commitment-driven process. You will experience the difference and impact it makes and learn how to generate it for yourselves.

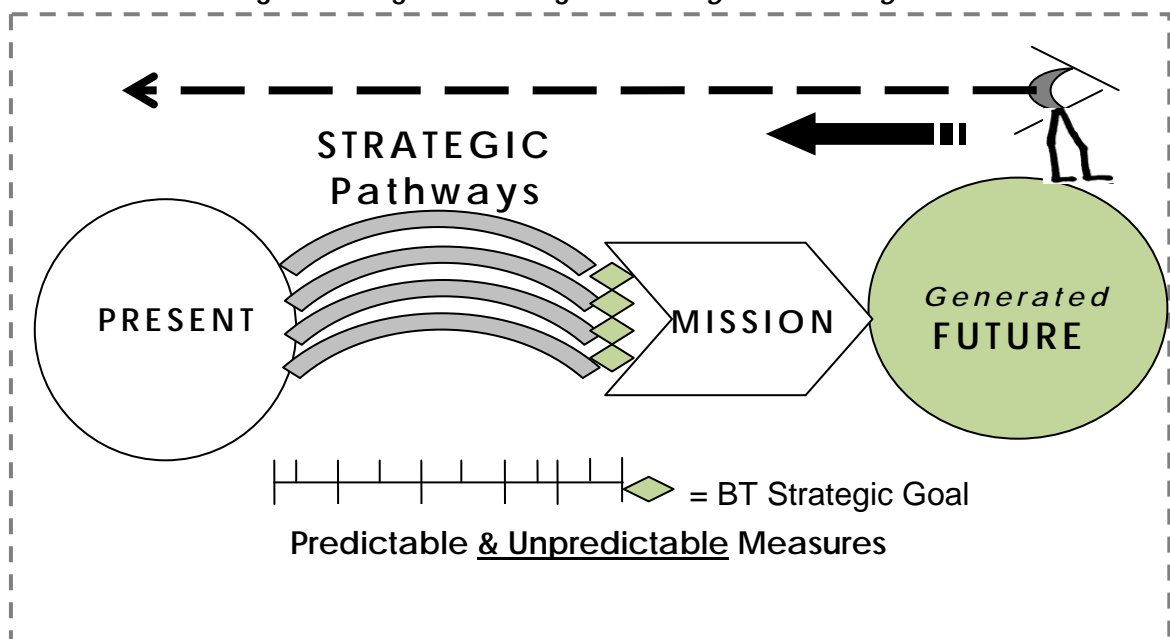
Shift in Thinking, Shift in Results

Every breakthrough begins with a shift in a person's point of view. Looking to the past for evidence of what can be done creates a particular kind of future. Looking *from the future* and generating a possibility – a future that honors the past but is not limited by it – creates an entirely different kind of future. Choosing the view makes all the difference.

Predictable Strategic Planning ~ *Looking & Thinking from the Past*



Breakthrough Strategic Planning ~ *Looking & Thinking from the Future*



What will we be doing?

During this highly participatory, transformative process, people will...

- ✓ Examine current assumptions that limit thinking and possibility (i.e., “the way we’ve always done it around here”)
- ✓ Put the past in the past
- ✓ Generate possibilities
- ✓ Generate authentic relationships that support performance and development
- ✓ Learn 5 conversations that create breakthrough results
 - Conversation for relationship
 - Conversation for possibility
 - Conversation for opportunity
 - Conversation for action
 - Conversation for results
- ✓ Learn a process which uses setbacks to forward the action
- ✓ Examine and shift, where necessary, organizational systems, policies and practices to bring forth the new future
- ✓ Create an environment of accountability, collaboration, responsibility, trust and transparency



Innovation, creativity, high performance and high satisfaction will be possible for each and every person.

When strategy fails, it is almost always due to poor implementation, not poor formulation. The Power of Strategic Commitment

How long will this take?

Learning a new skill takes time ... whether it's playing tennis, learning the guitar, becoming a writer, painter or software programmer. Staying committed to your commitment makes all the difference. In this process, you will spend time learning new concepts, thinking acting in new ways. Integrating what you are learning into daily practices and your way of being usually takes between six and nine months and it lasts a lifetime.

A 6-9 month process

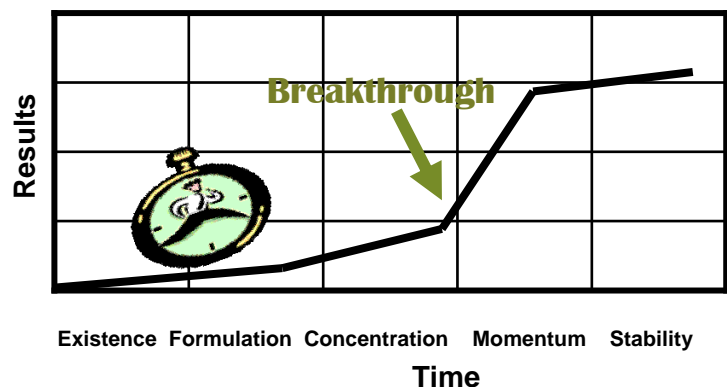
In the beginning, we'll launch the initiative (bring it into existence) and align key influencers (formulation through concentration). As people demonstrate new ways of thinking and acting, the output (results) will produce dramatically more than the input (momentum and stability). The amount of time spent by an individual is directly proportional to her/his level of commitment and responsibility and rewarded by accelerated performance and professional development. As an initial guide:

- Leader & Leadership Team: Weekly and monthly coaching sessions
 - Leader: 3-4 hours per month in individual coaching sessions
 - Leader with Leadership Team: 1-2 hours per month
- Breakthrough Project Teams: Monthly coaching sessions; 1-3 hours per month

Yes, change is not easy and it is possible.

Yes, you will veer off course and will correct.

Yes, learning these skills will make you a more effective, productive, innovative leader, now and into the future.



Work In Progress Coaching's mission is to have you succeed in creating an environment that produces outstanding, sustainable business results with authentic relationships.

We welcome the opportunity to fulfill our mission in partnership with you.