



WEDGEWOOD GROUP

Team Planning and Execution™

By Dr. Patrick Leddin, PMP
Managing Director
www.wedgewoodgroup.com

The Challenge

Creating a grand strategy is one thing, making it happen is a completely different task. All too often, public sector organizations fall into a common trap. After senior leaders create a strategic plan and share it with the organization, teams spend time in conference rooms coming up with their plans for the year. They fill out flip chart papers with all the goals they plan to accomplish and then hang them on the wall. Everything appears perfectly aligned, funding is addressed, and participants feel good about the plan. In many cases, team members are both anxious and excited about the prospects of making the goals a reality.

Unfortunately, teams lose sight of these plans. Weeks or even months later team leaders and team members reflect on the planning session only to realize that they truly didn't achieve their goals with excellence. In many cases accomplishing the goals didn't happen according to the schedule, quality was compromised, or resources were wasted. In the worst situations, the goals were completely forgotten never to be addressed again. In each of these instances, failures at the team level caused the organization's top priorities to fall by the wayside.

So, what happened? Most often these problems arise not because teams can't create great plans or team members aren't committed to accomplishing them. Typically, the cause for team and organizational failure is simply not having a process in place for ensuring the plan is accomplished in the face of the day-to-day work that must be completed.

The Solution

At Wedgewood Group, we are passionate about helping teams implement a process that ensures successful goal accomplishment not just in the short-term, but the long-term as well. Our Team Planning & Execution™ process allows teams to accomplish five critical steps:

Step 1: Perspective

Gain perspective on what matters most to the organization

Step 2: Purpose

Define why the team exists and the role it plays for the organization

Step 3: Priorities

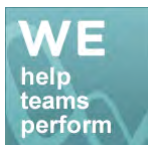
Integrate priorities and work efforts

Step 4: Plans

Establish specific, detailed action plans for making the goals a reality in the midst of the day-to-day work

Step 5: Performance

Instill a process for team and individual accountability designed to execute action plans and achieve both current and future goals.

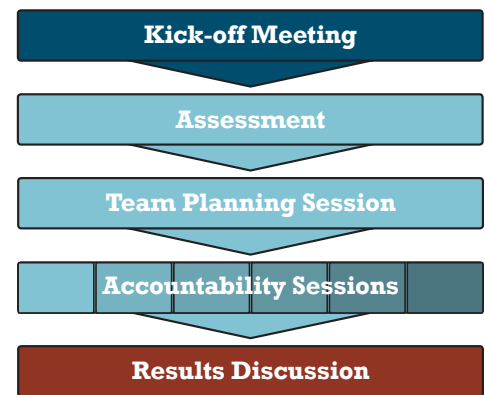


Wedgewood Group Advantage

Our planning and execution consultants are experienced professionals. Throughout their careers, they have had the opportunity to work with hundreds of teams both in private industry and the public sector. These experiences have provided them unparalleled insight into why some teams connect with and accomplish the organization's top goals and other fail to do so. We leverage this knowledge and experience in each Team Planning & Execution™ engagement to helping team's achieve what truly matters most, while simultaneously building capability to achieve even better results in the future.

The Process

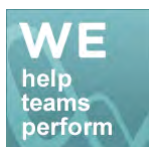
Our process typically spans 6 months and is intended to help connect the work of those on the front lines with the goals of leadership. It also provides an opportunity for organizations to measure how they are progressing towards their goals and yields strong data on deliverables and priorities. This information is extremely helpful to leadership, especially incoming leadership, to baseline his or her organization so they can set an effective agenda for the future.



We begin with a kick-off meeting to ensure that all stakeholders are clear on the Team Planning & Execution™ process, the roles everyone will play, and desired results we will work together to achieve. Team members are then invited to complete our Goal & Performance Survey™ (GPS) to establish where the team currently stands. This survey establishes the positives in your organizations as well as areas of improvement. Team members then participate in a planning session where they review the results of the survey, define their purpose, priorities, and plan for success, and learn of a performance process that will drive commitment and accountability. Following the session, our consultants work with team leaders to coach them through the process and help teams hold themselves accountable to the goals. The process ends with a results discussion where the team reports the results of the process to senior leaders sharing what they learned, accomplished, and do different now because of the experience.

The Results

Leaders and teams that complete the Team Planning & Execution™ process not only accomplish their short-term goals, they also learn, install, and institutionalize a process of planning, implementation, and evaluation allowing them to set and accomplish future objectives. Think of it as training and execution all wrapped into one package.



About The Author, Dr. Patrick Leddin, PMP

Dr. Leddin has over 21 years of experience working with organizations and teams to achieve positive, measurable results. Today he leads project teams to deliver strategy, technology, and custom learning solutions to both public and private sector clients. In recent years, Patrick has delivered workforce development and training solutions to a long-list of clients including, but not limited to: Aveda, Barilla Pasta North America, CareerBuilder.com, Eli Lilly, John Deere, Kimball International, Manpower, McDonalds, Sony Corporation of America, and the United States Department of Defense. Patrick is a PMI certified Project Management Professional (PMP) and a member of the Society of Human Resource Management (SHRM) Speaker's Bureau. He earned his doctorate from the University of Kentucky where he studied organizational and instructional communication.

Prior to joining Wedgewood Group, Patrick was a senior consultant at both the FranklinCovey Company and KPMG Consulting. He began his career as an officer in the United States Army where he served as a platoon leader and a company commander in the 82nd Airborne Division. During his time in the military, Patrick successfully completed Airborne, Jumpmaster, and Ranger schools.

About Wedgewood Group

Wedgewood Group is a management-consulting firm with expertise in human capital and organizational development. We help organizations set strategies and goals, implement policies and plans from the organization to the team, down to the individual level in order to achieve objectives, and ensure accountability through performance measurement. Our firm is diverse, experienced, professional, and capable of delivering solutions that exactly meet our clients' needs.

www.wedgewoodgroup.com

Copyright Wedgewood Group, 2010

