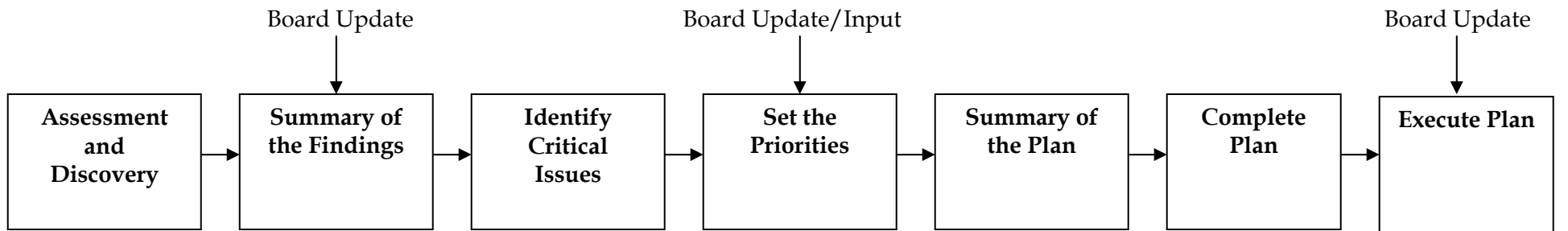


Invent the Future Timeline



- Conduct interviews
- Complete document review
- Finalize who will be on the change or growth team

- Secure clarity and alignment with the leadership team
- Complete Present State Portrait
- Secure alignment with the Board

- Gain focus
- Secure additional alignment
- Apply mission, vision and values grid
- Complete Future State Portrait

- Draft objectives
- Define outcomes and results
- Assign owners of objectives and initiatives

- Set additional metrics as targets of performance
- Draft strategies for the business, people and resources

- Develop actions steps
- Assign completion dates
- Determine the financial impacts
- Look for “early wins”
- Pick the “low hanging fruit”

- Create traction and momentum
- Meet often to review progress, problems and applied solutions
- Celebrate successes
- Encourage and resource leaders along the way

Start

30 Days

60 Days

90 Days