

Just Getting It Done

Execute with Excellence

By Holly G. Green





CEOs globally are increasingly concerned about being able to execute within their organization.

In a constantly changing world, it becomes even more critical to get the right things done within your organization. Leaders and managers today must not only determine which race to run (strategy), they must also figure out how to run the chosen race faster, better, and stronger than anyone else (operational planning and implementation). Both are necessary to stay in business today.

To keep up today, a leader and manager has to DO well at the following:

Get back to basics when everything around you diverts you into complexity

- Make strategic planning a way of life in your organization.
- Use a strategic planning framework to drive what you do and where you focus your energies.
- Embed ongoing strategic planning in your processes. Constantly check for internal and external forces that may impact where you are going, what you need to do and how you need to do it.
- Organize your day around achieving your destination as well as informing, inspiring and engaging others in getting there.

Communicate constantly about your strategic planning framework

- Inform employees of where you are going, where you are today, and keep them updated.
- Set clear expectations of what excellence looks like.
- Expose the why behind your decisions.
- Establish individual goals linked to the company's strategic planning framework.
- Inspire employees by presenting a compelling picture of what the future looks like.
- Engage employees continuously by asking about progress and highlighting accomplishments.



Build a high performing culture that supports your strategies & brings them to life.

Recent studies indicate 78% of CEO's globally believe execution is one of their greatest weaknesses. Start at the beginning with answering the question of why you exist and how you will behave, your values. Then define, with specificity, what it will take to achieve excellence, in every team and every role in the organization.

- Consider what and how you will get to your destination points and communicate both constantly.
- Measure what matters and what employees can relate to in their jobs every day.
- Encourage ownership behaviors in employees.
- Remain vigilant about reviewing external and internal forces that may impact your strategies.
- Give people what they need to be successful. Set yourself and everyone in the organization up for success.
- Review organization processes and systems to be sure they are aligned with where you say you are going.
- Follow up, follow up, follow up on anything and everything committed to by yourself and others in meetings, conversations, or other channels.
- Plan to forget. Make notes and track deliverables.

Provide continuous feedback.

- Consider values and results.
- Evaluate all employee touch points – how you hire, manage, promote, and exit individuals; what really gets rewarded and recognized; how do decisions get made...
- Build trust through understanding others.
- Link to rewards and recognition.
- Deal with problem performers.



Constantly learn and unlearn.

This is one of the more difficult concepts for successful adults to grasp and act on. We get stuck pretty quickly and the more successful we are, the more we work to prove ourselves right constantly. After all, our previous behaviors served us well and got us to where we are today. The problem is, everything else is changing and your thought bubbles (assumptions, deeply held beliefs, biases, etc.) need to change as well. There are almost no jobs left that will remain the same over time and the demands of leaders and managers are continuing to evolve.

Unlearning takes practice and persistence.



To Unlearn:

Think about what you are thinking about. Especially when you

- ❖ feel strongly (sad, frustrated, anxious...)
- ❖ find yourself advocating
- ❖ feel checked out

Suspend the process by poking your brain periodically with prompts Ask yourself and others, “What if...”

- ❖ I'm wrong
- ❖ There is different data
- ❖ The data could be viewed differently
- ❖ There is something I don't know
- ❖ Something changed
- ❖ I reframe this threat as an opportunity



Burst bubbles by trying new ones.
Play with your brain and ponder possibilities, options, and alternatives to your thinking path.

Great leaders and managers know that there is much more to being successful today than just saying the right things. They DO the right things, constantly acting as role models for others. They follow up relentlessly and appropriately. They focus on what truly matters.

Contact us today to get your execution self-assessment and to learn more about what is really required to bring your strategies to life and win!

