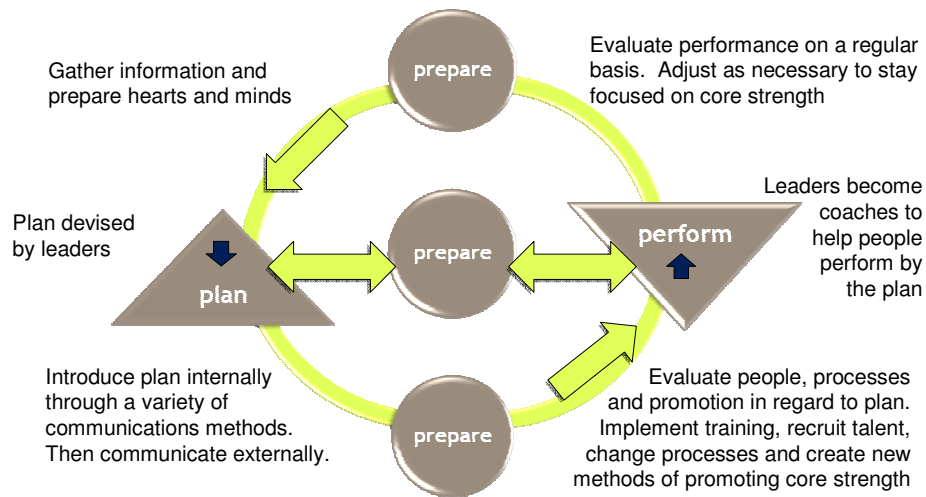


## P3 process: plan, prepare, perform



Boldstroke Consulting

## The P3 Process: Plan, Prepare, Perform

### *Plan*

We start here because we believe in the definition of malpractice. Malpractice is “prescription without diagnosis.” Most organizations begin to problem solve without understanding the core issue. That’s treating symptoms and it can lead to more problems than solutions.

Beginning with a comprehensive situation analysis insures that we are working on the most critical issues for the success of your organization. We’re not about flavor-of-the-month programs.

#### **ONE-ON-ONE INTERVIEWS**

We talk to a cross-section of your organization personally to get to the heart of the matter.

#### **FUNCTIONAL AREA INTERVIEWS**

We talk to groups to understand workflow and process issues.

#### **QUESTIONNAIRE**

We use questionnaires to allow people to have the time to reflect on the issues facing the organization.

#### **FUTURE TALK**

In steps one through three we will identify those individuals with an eye to the future. These individuals will gather in the FutureTalk session to brainstorm the opportunities that the company will face 1-5 years in the future.

## **LEADERSHIP RETREAT**

A gathering of senior leadership to map out its future and gain buy-in to the change process. Using the information gathered, we will define the corporate vision and brand (see the Brand Roadmap), identify the key areas of focus to bring the vision and brand into being, develop a strategic plan that assigns responsibility and timelines in each of the key areas and create a plan for gaining organization-wide commitment to the new corporate vision and brand.

### ***Prepare***

A majority of change efforts fail because those who are the most important in implementing change are not prepared for it and therefore don't allow positive change to occur.

#### **COMMITMENT**

Preparing your people for change must be a continual commitment made by your organization's leaders.

#### **PRESENTATION**

How you present your vision is critical to gaining buy-in.

#### **MEASURE AND ADJUST**

Don't just say "go get 'em." How you track and manage change-implementation is critical to any change effort.

### ***Perform***

This is where the rubber meets the road. Once the strategic plan is developed and the people have decided to support it, the next step is to create an implementation plan.

#### **SYSTEMS**

Map new systems needed

#### **SKILLS**

Identify new skills needed

#### **IMPLEMENT**

Once we have the implementation plan in hand we'll work with you to design and put into effect the new systems while at the same time training your people in the skills they will need to effectively operate within those systems.

#### **IMPROVE**

Continue to plan and prepare for the changes that will better your organization's performance.