



Next Steps Action Planning

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NEXT STEPS STRATEGIC ACTION PLANNING

All successful inclusion initiatives require the direct involvement of senior managers in setting the direction and ensuring follow-through in five important areas:

- Setting the Vision
- Deciding on Implementation Strategies
- Demonstrating Commitment
- Ensuring Accountability
- Providing Rewards and Recognition

The following pages can be used to write down the next steps you will take to provide leadership around your inclusion objectives (preferred employer, balanced work force, equitable workplace, enhanced business results). The questions in each category are intended only to spur your thinking; you can make notes in response to these particular questions or any other issues relevant to the accomplishment of your desired outcomes. These can be used with your team to create a strategy of substance.

For purposes of our work this morning we will focus on the 2nd step only: "Deciding on Implementation Strategies."

SETTING VISION

What is your vision for the next phase of the inclusion initiative in your organization?

How does the attainment of this vision support the accomplishment of other key organizational objectives?

What is the business rationale for you personally to give time and energy to this initiative?

DECIDING ON IMPLEMENTATION STRATEGIES

What specific strategies will be necessary to accomplish your vision? These might include:

- establishment of specific goals
- internal communication about the organizational benefits
- clear expectations around responsibilities and involvement of those who report to you
- formal and informal training
- internal and external consultation and support
- revisions in particular policies or practices

DEMONSTRATING COMMITMENT

How will you demonstrate your commitment? Don't forget that the most significant demonstration of commitment is your personal involvement.

- How will you communicate to others about the importance of this initiative?

- What will you do personally to promote its success?

- How will you further your own understanding of the issues and build your leadership skills for leveraging change?

ENSURING ACCOUNTABILITY

- How will you hold yourself and your organization responsible for accomplishing your goals?
- How will you assess and/or measure your effectiveness?
- How will you monitor the process and the progress?

PROVIDING REWARDS AND RECOGNITION

How will you recognize and reward your successes—both organizationally and individually?

- Organizational recognition and rewards
- Individual recognition and rewards

