HIGH PERFORMANCE ORGANISATION

THE HIGH-PERFORMANCE ORGANISATION ROADMAP

PILOT

PURPOSE

OUTCOMES

PROCESS

STAGE 1: Pilot

The Senior Leadership Team explores evidence-based leadership (EBL) to support a Measures Team to test PuMP

- Shared vision & language of high-performance
- PuMP is proven and engagement is seeded

PRACTICE

STAGE 2: Measure Strategy

The organisation's strategic direction is made measurable, meaningful measures are designed, and both are communicated.

- Strategic goals are clear and measurable
- Strategic KPIs measure the goals
- Strategic direction is understood and ready to cascade

STAGE 3: Cascade Strategy

The strategy is cascaded to operational levels to align teams, and operational measures are designed.

- Know-how to lead cascading and execution
- Organisational buy-in to the strategic direction
- Operational goals align to strategy
- Operational KPIs measure the goals

Both strategic and operational measures are reported, targets are set, and strategy is executed to close performance gaps.

STAGE 4: Execute Strategy

- Useful and usable performance dashboards
- Performance targets are reached

Measures Teams implement

- 4 days per team

PuMP with optional facilitation

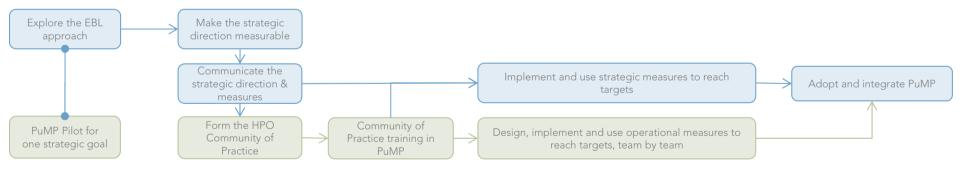
Positive ROI on strategy execution

PERFORM

STAGE 5: Integrate

The approach is tailored to and integrated into the organisation to become business-as-usual.

- Integration into strategy design, execution and monitoring
- Internal capability to facilitate PuMP as formally adopted approach



- Senior Leadership Team
 watches About EBL video
 10 mins
 - Measures Team takes online or live PuMP Blueprint training – 2-3 days
- Senior Leadership Team either reads Prove It! or takes EBL Online Training – ½ day
- Senior Leadership Team is facilitated in the Strategic KPI Immersion – 2 days
- Senior Leadership Team hosts a Strategic Measure Gallery – 1 day
- ☐ First round of Measures Teams takes PuMP Blueprint training plus kickstart coaching – 3 days
- Measures Teams all participate in a PuMP Online Immersion training/coaching/implementation program over 2 or 3 months

OR

- ☐ HPO Integration conference 1 day
 ☐ PuMP Facilitators take PuMP
- Professional training/coaching 5

