The 4 Disciplines of Execution

What is the bigger issue that prevents progress in your organization:
- Planning?
- Execution?
The 4 Disciplines of Execution

• IF THERE WERE NO GOALS WOULD THE PEOPLE IN YOUR ORGANIZATION STILL BE BUSY (EVERYDAY “TYRANNY OF THE URGENT” BUSY)?

• “whirlwind” = everyday urgent (day job)

• Goals = important for vision and progress
The 4 Disciplines of Execution

When the Urgent (whirlwind) and the Important (Goals) collide, urgent wins every time!

The whirlwind acts on you, but YOU must act on the Goals.
The 4 Disciplines of Execution

1. Focus on the **WILDLY IMPORTANT (GOALS)**

2. Act on the **LEAD MEASURES (STEPS)**

3. Keep a **COMPELLING SCORECARD**

4. Cadence of **ACCOUNTABILITY**
The 4 Disciplines

- Available at Franklin Covey website:
- Great teasers and materials to take advantage of and adapt to your situation
1. Focus on the Wildly Important

- No more than 1-3 WIG’s per team
  - 1-2 = 1-2
  - 3-5 = 0-1
  - 5-10 = 0

- Sub-WIG’s (Objectives) must ensure the success of the parent WIG

- A WIG must have a clear finish line
  - from X to Y by when?
2. Act on the Steps (Actions) not the Objective measure.

- **OBJECTIVE** is the goal (outcome needed)
- **STEPS** = something that leads to the goal; something we can influence; it is predictive.
- A **STEP** is “leverage,” different for every team and every WIG
3. Keep a “compelling” scoreboard

• Simple
• Visible to all players
• Show both the STEPS and the OBJECTIVE measures
• Tells us immediately if we are winning or losing on the top priority and sub-WIG’s
4. Create a Cadence of Accountability

- Report on commitments from last week
- Review the scoreboard
- Make new commitments for the coming week.
- Tells us immediately if we are winning or losing on the top priority and sub-WIG’s.
WILDLY IMPORTANT GOALS 2009-10

• Aggressive Enrollment Growth
  – Recruit and Enroll quality new students
  – Retain present students

• Expand the Scope of our Academic Program
  – Including non-traditional education forms and graduate studies

• Revitalize the Grace Bible College Facility
  – Feasibility study of total “revitalization” of campus (Sep 2009 – Jan 2010)
  – Design Input and refinement of plans (Jan 2010 – June 2010)
  – Quiet Phase of Capital Campaign (Jan 2010 - ?)
  – Public Capital Campaign (Estimated later this year – May 2010)
2014 Grace Bible College WIGs

• Steady Enrollment Growth
• Expanding Academic Programs
• Pursuing Excellence
WIG Planning Sheet?

• What are 1-3 Wildly Important Goals?
• What are the Objectives for each?
• What are effective STEPS for each?
• What is your “execution plan” (who, what, and when)
• Schedule process (cadence) of accountability
  – Weekly, or monthly WIG meetings
  – Written updates
  – Coaching opportunities for alignment
A Process for Accountability - Coaching

- What is vitally important for you to accomplish in the next two weeks? Strategic?
- What are ways you can accomplish this?
- What is a reasonable goal YOU can set?
- How motivated are you?
- What are the obstacles?
- How long should this take you? Scheduled?
- How are you empowering others?
Success of Strategic Planning?

• Grace Bible College unilaterally has successfully moved forward in direct correlation to the degree which it follows the 4 Disciplines of Execution. Goals, Divisions of the Organization and Individuals

• **Focus** on the WIGs, and **alignment** of resources, and activities.
Thank you

• If I can be any help to you as a fellow learner and traveler on this exciting journey:

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