

An Introduction to Our Services

Focus Planning

Data indicates that team strategy will produce more effective and sustainable results than traditional planning and tops-down improvement monitoring.

We are delighted to be a pioneer of this approach, and take pride in the fact that our audiences give us perfect reviews on Focus Planning sessions.



Overview. Our unique strategic planning approach was developed based upon techniques used with successful entrepreneurs. Armed with background from the needs assessment, we engage stakeholders around particular focal areas to develop lightweight, actionable, research-based strategies. We call these Focus Plans, as they are made to be implementation tools that guide and support leadership. This is different from a school improvement plan (SIP) or an organizational strategic plan because Focus Planning is more streamlined, more change-oriented, and serves as a living tool for managing to strategic goals. A Focus Plan serves as a complement to SIPs and Strategic Plans, as Focus Plans are continuously updated as steps are implemented and mini-goals are met. Focus Plans help leaders have a one-pager to regularly reference and sustain the drive forward.

Method. To conduct Focus Planning, we complete a brief (1-2 day) needs assessment with key stakeholders and then guide teams through a pattern of planning exercises over ~3 hours that:

- Open up dialogue regarding needed changes
- Prepare teams for changing current practices
- Align and prioritize team goals for a given practice or area of operations
- Map out actionable initial steps to achieving key goals
- Assign accountability to stated action steps
- Impart a method of reconvening to reflect, update, and further goals

Results. The output is the Focus Plan, but the value-add is the shared mindset around goals, along with clear prioritization, action steps, and enthusiasm to reach stated goals. Focus Planning helps teams prepare for the changes about to take place. Leaders remark that just one session will alter a team's approach. This is because our sessions accomplish three critical actions toward team success; they: (1) align vision, (2) engage personnel—thus, increasing accountability—and (3) build momentum for the ongoing development activities. We call this the three "A's":

Alignment + Activation + Accountability = Achievement!