



Implementation Compass™ Quotes



PEOPLE

1. “The caliber of the people in the room dictates the caliber of the implementation.”
2. “Employees must understand the strategy before they can act on it.”
3. “Don't leave employees to figure out strategy implementation for themselves. Provide them with the skills, systems, structure and security to succeed.”



BIZ CASE

1. “People need to know *why* the organization needs to change before they start changing.”
2. “Explaining *why* the organization must transform does not guarantee success, but without it, the implementation becomes much harder.”
3. “Share both the facts and stories for the transformation, so as to simultaneously appeal to employees' hearts and minds.”



COMMUNICATION

1. “If the communication about the strategy implementation dissipates, then so does the interest in the implementation among employees. Nurture communication throughout the whole implementation journey.”

2.	“When launching the strategy to those in the organization, describe the implementation’s overall results, not only its financial impact.”
3.	“When communicating upward, use more facts than stories. When communicating downward, use more stories than facts.”

 **MEASURE**

1.	“To change your strategy, change your measures.”
2.	“Pay attention to the vital few measures that track your implementation and ignore the trivial many.”
3.	“Measurement is the light that guides the organization forward in the right direction. It tells you where you are heading and when to realign or alter your course.”

 **CULTURE**

1.	“Today, strategy drives your culture and culture drives the way you implement the strategy.”
2.	“Organizations excellent in implementation leverage their culture as a strength.”
3.	“Leaders need to keep the culture nimble and constantly adjust it to support the implementation.”

 **RECOGNITION**

1.	“The reward system must change to support the new strategy. Ignoring it is not an option.”
2.	“If people are not recognized for taking the new actions required to implement strategy, they will default to their previous ways and working the old strategy.”
3.	“Implementation is only sustained when you reward and recognize individuals for taking the right actions.”



REVIEWS

1.

“The odds of successfully implementing a strategy that isn’t reviewed frequently are slim to none.”

2.

“Implementation demands frequent and regular reviews to identify where to take corrective action so as to stay on course.”

3.

“If you don’t review the implementation, how do you know if you are achieving the strategic objectives?”