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IMPLEMENTING YOUR PLANS

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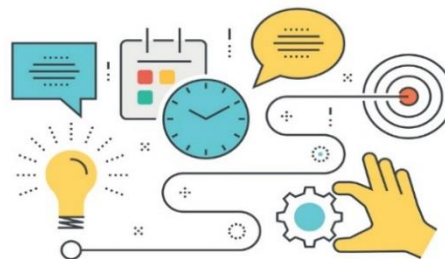
Implementing your Plans

We often spend many hours formulating plans and with that in mind how pleased are you with your implementation, whether that be at a personal, or team level? Below are some key points to consider to ensure effective implementation.



For Managers

1. How clear to your team members are your plans? For example, company or departmental goals, or strategic actions? Managers need to keep communicating these plans and checking for understanding and alignment in everything your team members are doing.
2. Do the plans need to be translated and broken down into words they understand and that they can relate to in their own territories / businesses? Remember you have probably lived and breathed these plans for many hours over weeks and months! If your team members are seeing them for the first time do you need to give them time to absorb them, understand and rationalize them?



ACTION PLAN

10. Adopt the mindset of “be the CEO for your own business”. Take full responsibility for your business and become the go to person in your territory / area of responsibility!
11. Rigorously measure, monitor, and review your progress. Keep looking to ensure that your plans are having the desired impact within the business. If not, then look to change what you are doing. Indeed, sometimes we must change the plan, as many of us have had to when the COVID-19 pandemic struck! Plan, Do, Check, and Act (PDCA) is an extremely useful tool to stay on track. And remember the great saying ‘what gets measured gets managed, and what gets managed gets done’.



And finally, for all of us achieving their plan as they intended is highly motivational and a great capability to develop.