



Uncommon Performance Planner

INTRODUCTION

There are three main reasons why so many initiatives fail. 1. Lack of alignment 2. Lack of accountability and 3. Lack of engagement. You've used the Leadership Roadmap to ensure alignment with the Practical Vision Guide and the Strategic Plan. Now, you'll tackle accountability with this Uncommon Performance Planner.

HOW TO USE THE PLANNER

- Watch the included video where I walk you through:
 - Developing individual success metrics
 - Establishing accountability for success
 - Preparing to communicate clear expectations
- Answer each question, in order, to the best of your ability. You can complete the PDF digitally, print the questions out, or use the Uncommon Performance Planning Tool in the Collaboratory. Whatever your method, be sure to set aside some reflective time for yourself.
- Submit your completed (or draft!) Uncommon Performance Planner to me for feedback via Ask Julie if you'd like.

It's okay if you need to come back to your draft planner multiple times. This can be an iterative process until it feels right.

Happy Planning!



Uncommon Performance Planner

This Planner guides you through the process of determining roles and responsibilities, clarifying accountabilities, and communicating expectations so that all parties can move forward from the same page in alignment with the vision.

Write your Practical Vision Statement (Transfer from Strategic Plan)

Write your vision success metrics (Transfer from Strategic Plan #1)

Roles and Responsibilities Planning

Completing a Leadership Roadmap for a whole organization requires several iterations of Uncommon Performance Planning. From executive leaders, to leaders of the major functional areas, to managers of teams and so on.

As the leader of the company, you will start with the your executive or senior most leaders.

Using the Leadership Roadmap for Life Planning or Project Management will be a little different and you would start with the main contributors involved in making your vision a reality.

As a member of the Uncommon Collaboratory, you have access to additional guides and tools specific to those purposes and, of course, to live group and 1:1 coaching to help you navigate these important steps.

DEVELOPING INDIVIDUAL SUCCESS METRICS

As you plan performance for each leader/contributor, remember you can use the Practical Vision Guide questions to help clarify the roles. Include metrics for not only *what* (results) gets done but *how* (culture, communication, management, leadership) things get done.

Leader/Function:

Vision for Role:

Vision Achievement Date _____

Success Metrics - What, specifically, is observably different now that their/their function's part in the vision has been achieved? (Refer to Strategic Plan #1)

Halfway Date _____

Success Metrics - What, specifically, needs to be different at halfway to the vision if they are to stay on track? (Refer to Strategic Plan #2)

Quarterway Date _____

Success Metrics - What, specifically, needs to be different at quarterway to the vision if they are to stay on track? (Refer to Strategic Plan #3)

Repeat for each leader.

ESTABLISHING INDIVIDUAL ACCOUNTABILITY

Consider what is at stake in terms of the impact and consequences of exceeding, meeting or missing expectations for each leader/stakeholder. Remember you are still in planning mode and not yet communicating to the leader.

Leader/Function:

What are the potential impacts to the organization of achieving - and not achieving - the documented milestones and success metrics? Can we live with them?

What will the consequences be to the individual of **meeting** the documented milestones and success metrics?

What will the consequences be to the individual of **missing** the documented milestones and success metrics?

What will the consequences be to the individual of **exceeding** the documented milestones and success metrics?

Repeat for each leader.



Uncommon Collaboratory Members Get:

1:1 Kick-off coaching call to plan your path

What Drives You? program

Motivation Factor™ Pinpointer Assessment

16-pg custom report on your personal motivation

Personal Hierarchy of Motivation® Map

Leadership Roadmap Program and Custom Guide

4 Learning Tracks

- Leadership
- Management
- HR
- Life

Live Group Coaching

- 4 personal motivation coaching sessions per month
- 3 business coaching sessions per month
- 1 life coaching session per month
- 1 Open Q&A with Julie per month

1:1 Guidance

- "Ask Julie" any time
- 1:1 coaching in group calls
- Up to 3 additional private coaching calls

And More...

1 live conference quality Leadership Webinar per month

45+ downloads on leadership and motivation

Guided meditations for peace, focus and calm

Eligibility for SHRM, HRCI and other PDCs

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