

## Deliver on Plan

- **EVERYTHING IS A PRIORITY.** *Does the plan control you, or do you control it? Does everything start to show up as a high priority halfway through the year (or sooner)? Do unplanned additions to the work send your team into overload? Can you get your arms around all the issues? Is the final quarter of your fiscal year chaotic and stressful for everyone?*

Tecskor's system provides you with the tools and capacity to take your stakeholders, leaders and teams to a new level of focus. One that reduces chaos and frustration caused by overload; gets leaders and teams focused on high value outcomes; engages individual team members and secures the support of internal and external influencers and stakeholders.

- Make the shift from delivering 'activities' to delivering 'outcomes'.
- Manage crises and proactively deliver your plan.

## Strategic Risk Management

- **THE RISKS ARE THERE. Do you know what they are?** Within a single department, or across the entire enterprise, early identification of risks associated with the delivery of your plan is an important step in achieving your outcomes.
- **KEEP IT SIMPLE:** A number of detailed and sometimes complex risk analysis models are widely available. At Tecskor, we believe many enterprise level risks can be identified and tracked using a simple, effective approach; one that is fully integrated with your plan delivery system.

## Health Assessment

- **ARE YOU READY TO CHANGE THE STATUS QUO?** *What parts of your organizational systems are really working well? Where are the breakdowns in communication, in decision making, in information sharing and collaboration...?*

Team leaders and team members are the richest source of data about what's working and what's not working. Understanding this fundamental truth sets the stage for a new future. Tecskor conducts interviews with a cross section of staff to understand your work systems and plan delivery needs. The Health Assessment creates a shared understanding of the current state of your organization's capability to deliver on plan.

### *You have a plan to deliver...*

Research shows that **STRESS** is rarely caused by too much work, more often it results from **lack of clarity about the work to be done.** Tecskor addresses this issue, resulting in a positive energized work environment **that attracts and retains staff.**

*Unmanaged or unidentified risks can create 'surprises' no one wants.*

- Have you identified the 'real' risk, or one of the symptoms?
- What is the relationship between your risk management strategy and your plans?

*Making change starts with understanding your current state.*

The Health Assessment gets everyone on the same page and provides a pathway to the future.

### 1. Connect the Front Lines to the Executive Group

In an age of more work than resources, time and effort must be utilized effectively. By connecting staff on the front lines to the executive committee, performance 'drag' due to lack of clarity and misunderstanding is minimized. With a clear line of sight to strategy and goals, staff and executives improve idea creation and opportunities for collaboration.

### 2. Enable your staff

In our opinion, the creativity of staff remains one of the most underutilized resources in the public sector.

Empowerment begins with openness, supported by reality based dialogue. Add negotiated accountability, performance measures designed by the people doing the work and process improvements that increase organizational capability and you have the foundation for improved morale and engaged staff.

### 3. Connect People, Process and Technology

Automation, personal computers, networks, databases, and technical programs have all been touted by Information Technology gurus as the key to break through results. Add to this, participative management, re-engineering, training and leadership coaching,...and still no breakthrough. If you look back on successful projects or change efforts, breakthroughs were only achieved and sustained through the integration of the right technology, the right process, and the right skills.

### 4. Deliver your PLAN

Imagine every branch and team in your organization always focused on their critical or most important priorities and meeting or exceeding expectations. Public Sector organizations that are good at delivering on their promises have figured out how to align and inspire their people.

This is our strength at Tecskor. We leverage our proven tools and methods to help every branch and group in your organization establish and maintain their priorities. Leaders and staff work together to understand how their priorities integrate with other groups and how they connect to strategy and goals. Then we help guide and coach them to deliver on their plans.

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***Every organization has an unused reserve of human potential. Tapping this capability is the strongest link to superior results and improved organizational function.*** Tecskor Corporation

Get everyone engaged in strategic thinking! Through a series of short, integrated workshops, leverage staff ingenuity and creativity.

No more sidebar conversations of disgruntled employees feeling like they just don't know what's going on.

Openness and reality based dialogue are the foundation for empowerment.

There is no 'single' breakthrough solution. It takes an integrated combination of the right technology, the right process and the right skills.

#### Successful Execution:

- Connect leaders & staff
- Agree on priorities; Focus on outcomes
- Adapt and adjust quickly
- Follow through – look forward & look back