

The Roadmap to Success

The
four-system practice
that completes what
is often left incomplete.

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WELCOME TO THE CIRCLE

Conceptual Engagement

It all begins with a conversation. We explore your issues to learn more about where you have come from, what you have tried, and what you expect. You are also given an opportunity to ask all the questions you need to get a better idea of how we do what we do.

If you are interested in participating in a 3D workshop, we will lay out the framework and cover how that is accomplished and discuss what the deployment roadmap includes. If you choose to execute on the roadmap yourself, we give you everything you need to succeed, except the skill and experience we bring.

If you want further help, we will partner with you in your deployment and implementation of the roadmap with the outcome being aligned performance to the strategic imperatives you established in the 3D strategy session with your team.

The result? Reliable process performance with a framework to achieve responsive performance through continued practice. The deeper this practice can penetrate your organizational culture the closer your teams come to resilient performance, where only the most significant disruptions can impact your performance.

3D Strategy

Discover Every great leader has a vision of success. This vision has formed over the years through the victories and defeats at the hands of the marketplace and the organization. Uncovering this vision is not as easy as it sounds. Our discover phase provides a safe place for leaders to explore their own thoughts, finding the clarity to form and solidify language that is capable of being communicated and interpreted by their teams.

Develop Teams are often surprised by their initial confusion and the struggle to interpret the vision into actionable and measurable elements of success. In the develop phase we not only interpret but negotiate to reach an agreement around how success is measured. This process is repeated layer after layer of the organization until we reach a state of readiness across the organization.

Deploy The operational definition we suggest for deploy comes from the dictionary: to come into a position of readiness. Until everyone understands their purpose and agrees to pursue this end, we have not reached a position of readiness. Once deployment is achieved, we move into implementation, and we must have the ability to adjust and adapt when we meet the marketplace and the organizational challenges we know will come.

Partner in Deployment

With the specific team connected to the focus issues, we begin by delivering Foundations of Tactical Leadership. The Sponsor, Process Owners and selected team members are invited to to experiment with conversation skills, listening and speaking, with ideas about both group performance and individual contribution to shared work.

This powerful session sets the stage for breakthrough interactions where previous defensive behaviors have shut down critical conversations. This tactical leadership thinking is perfectly aligned with the most basic and shared human values and the primary tenet of our approach – respect every individual.

The session energizes teams and set's them up for unbelievable performance as we continue to deploy lean in this area of your organization.

Operational Excellence

Following the tactical leadership sessions we begin a methodical cycle of exploring concepts, individual and group coaching, and facilitated project work to move the team through the change process. Over a specified period, we spend six weeks working through the implementation cycle which includes learning and development and coaching and application of the concepts.

The general level of resource availability defines the pace of activity. The disruption of everyday activities is avoided by carefully using the time available to the team for project activities. Time between weekly engagements is required to successfully complete the activities that move change forward. We often visit teams on a monthly cadence to provide ample time to complete this work.

In the end we have new methods of work, new workspaces, and new management tools in place, all of which bring the results of Organizational Excellence to life. At this point Faro Partners either moves on or moves to your next problem. The choice is always yours.

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