Achieve **Breakthrough** Results

Every organization has pockets of great performance — you know where they are. Think of that one great leader, or that one high-performing team that causes everyone to say, "If only all our leaders were like her," or "What if every team executed like that team…?"

We'd also find significant variability in performance where not all the teams in your organization are performing like the great ones.

The best organizations know where their pockets of greatness reside, and they are better than the rest at scaling greatness across the organization, institutionalizing their own best practices, getting everyone's behavior to change, and making their performance curve "righter and tighter."

But most organizations come to accept the shape of the variability curve as a given and often attempt to improve performance by repeatedly changing strategies. They come up against the same performance variability curve, leading to the "flavor of the month" syndrome.

Righter **and** Tighter
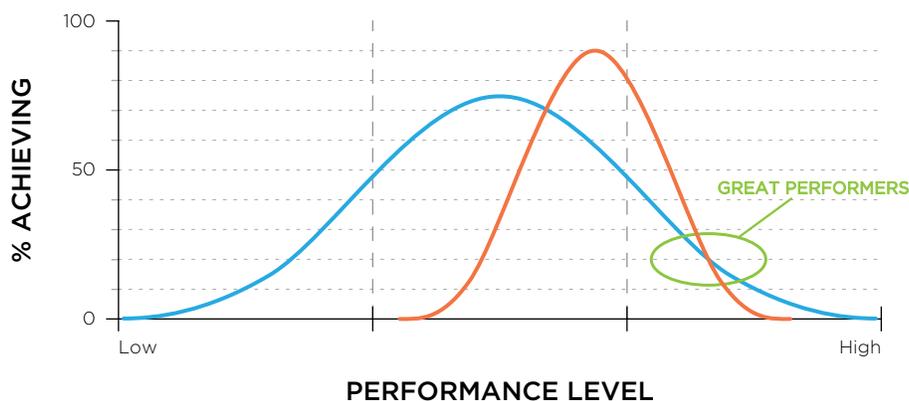
Execution Challenge **Worksheet**

This worksheet is designed to help you answer three questions:

1. What is the most important goal, outcome, or metric of your organization?

2. Who needs to do what differently, or more consistently, in order to achieve the goal or outcome?

3. Which teams or leaders are modeling the behavior that you want and are considered your great performers?

Once you answer these questions you will be able to understand what is necessary to move your team or organization "righter and tighter" to smooth out the performance variability.

FranklinCovey®
THE ULTIMATE COMPETITIVE ADVANTAGE

Execution Challenge **Worksheet**

Outcomes

Question 1

What is the most important goal, outcome, or metric of my organization, or business unit?

How do you measure it? What is it now? What would you like it to be? What is the value of that difference?

Behaviors

Question 2

Who has to do what differently, or more consistently, in order to achieve the goal or outcome?
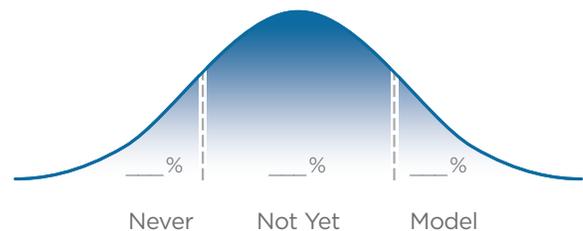
BEHAVIORS: NEW OR MORE CONSISTENT

ORGANIZATIONAL FUNCTION
OR DIVISIONAL UNIT

Performance Curve

Question 3

What percent of people (from Question 2) are high performers or currently model the right behavior? What percentage are not yet high performers? What percentage are low performers and may never perform at the level you need them to be?

_____%   _____%   _____%

Never   Not Yet   Model

What does your new curve need to look like to deliver the results you want?