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Performance Management

Track and drive progress on your most important strategic goals and initiatives

Performance Management projects establish best-in-class systems and governance structures to track and drive progress on top initiatives

Build-out and stand-up best-in-class performance management systems (e.g., initiative dashboards, monthly executive meetings) to track and drive progress on your most critical strategic goals & initiatives

Performance Mgmt. projects address:

- What is the expected impact of each top initiative and when will it be realized?

- Who is responsible for delivering on each top initiative?

- How can your team best track and drive progress on your portfolio of initiatives?

- What meeting and agenda will your team use to consistently to monitor performance?

- **Track and drive progress on your top initiatives** by articulating initiative charters, owners, & OKRs (e.g., targets, KPIs)

- **Increase accountability and transparency into your top initiatives** by developing and filling out best-in-class dashboards

- **Uncover and address key issues early** with problem solving support & best-practice meeting processes (e.g., cadence, agendas)

- **Surface new opportunities for growth and make key decisions** by regularly convening core initiative teams with structured, best-in-class governance meetings

- **Drive strategic thinking and increase team rigor** with targeted problem-solving support and coaching

- **Accelerate near-term action** to drive progress on overall goals

- **Keep momentum toward and team alignment on your strategic goals** by developing and kicking-off clear, efficient governance structures

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Performance Management: Process Overview

Phase	Governance model design	Dashboard creation	Initiative-level operating plans	Ongoing executive meetings
Key goal	• Develop a best-in-class governance system to efficiently monitor and align on top goals	• Develop dashboards to clearly capture and communicate initiative progress	• Develop a concrete plan for delivering on top initiative goals	• Ensure effective, ongoing delivery of top strategic goals
Key outputs	• Best-practice governance structure	• 1-page dashboard for all initiatives	• Clear initiative goals (e.g., financial, op.), owners, and timeline	• High-value executive meetings and conversations
Key activities	• Codify current governance meetings • Develop gov. roles (e.g., exec. sponsor, overall program manager) • Create ~2-3 governance meetings with agendas, goals, scopes, cadence, attendees, etc.	• Develop a 1-page dashboard template • Set owner per initiative (e.g., Responsible, Accountable) • Help initiative owners stress-test thinking and goals • Build out dashboards	• Review and refine the top strategic goals and stress-test their targets • Work with initiative owners to build out an operating plan (e.g., RASCI, milestones, resource needs)	• Prepare initiative owners for governance meetings • Run first gov. meeting • Capture and share next steps from meetings • Facilitate ongoing executive meetings

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