

JUMPSTART YOUR JANUARY

A Guide for Planning and Progress

GREEN - SUCCESSFUL GOALS, PROJECTS & INITIATIVES

- What goals, projects, or initiatives were most successful in the past year?
- What core skills were displayed or uncovered by this success?
- Can we build on this success by replicating those skills elsewhere in the organization? Should we multiply this skill in the organization?
- What needs to happen to maintain our success with this initiative?
- What should my role be in leading and/or managing this initiative in the upcoming year?
- Have I made next year's expectations for this project or initiative clear to all involved?



RED - CLEARLY UNSUCCESSFUL

- Why did this fail?
- What does this failure tell us about what we are not good at? Are these skills critical to our success? If so, what actionable steps will we take to build these skills?
- If there is an unarguable reason to continue with this initiative? If not, what steps do we need to take to reallocate resources?
- If we continue, what leadership/management of this initiative will I engage in during the next year?
- What specific actions need to happen next year to move this initiative to Green and what is the timeline within which we will take those steps?



YELLOW - STALLED

- Why has this goal, project or initiative stalled?
- What are the skills that need to be enhanced to move this initiative into Green?
- What specific, actionable steps are we going to take to enhance those underperforming core skills and what specific steps move this to Green?



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FOR ALL INITIATIVES

- Reviewing my responses above, what are the learning points for me personally, as a manager and leader?
- What should I personally do more of in the next year?
- What should I do less of in the next quarter?
- What should I do differently in the next quarter?
- What should I continue to do the same in the next quarter?



OVERALL PROFESSIONAL LEADERSHIP DEVELOPMENT



- What is my leadership mission and vision?
- What did I do in 2023 that aligns with and strengthens that mission?
- What did I do in 2023 that may have detracted from that mission/vision?
- Where will I focus my leadership talents and development in 2024?

CMA SERVICES

Please contact CMA for additional support with your leadership or strategic planning

