

# WHAT ARE YOU GOING TO DO ABOUT IT?

**“A planning habit affords the same benefits for the organization as the exercise habit does for the body. Both become strong and healthy”.**

-Dan McGraw

You’re finishing the year pretty well but not as well as you hoped.\* *What are you going to do about it?* What are you going to change next year? What are you going to keep doing? What will be your strategy?

(\*Note. “Hope is not a strategy”).

You’re on your way to the having the best year ever in the history of your business. *What are you going to do about it?* How will you ensure that you repeat and leverage your success going forward? What can be improved?

This year has been very difficult, probably your worst ever. Revenue is below expectations. Member issues and lots of turnover. *What are you going to do about it?* What did work? Why? What successes did you have? What must be fixed? What will be your priorities?

Yes, year-end is a busy time. Everyone is working hard to finish strong, hit targets and celebrate the holidays. Now is also the time for every manager and team leader in the organization to start thinking about their own plans for the new year.

You’re the leader. Start developing a culture of accountability where the mainstay is the question, *What are you going to do about it?*

Here’s what you should do.



**Right now**

**Tell everyone the plan for planning.**

Set a date or dates in January and early February for the team managers to develop and review their plans with each other.

Keep it simple. Keep it short.

**Give everyone these questions.** Their answers is their plan.

**Looking back**

**1. What worked?, 2. What didn't?**

**3. What did we learn?**

**Today**

**4. What are our strengths? 5. What's not so good?**

**Looking ahead**

**6. What will we focus on? 7. What results can be expected?**

**By when? 8. How will we monitor results?**

**Execute**

Give them the autonomy to develop the plan. Establish the checkpoints and hold them to it. Establish a regimen where you and the team regularly ask the the key question,

*What are you going to do about it?*



MANAGEMENT CONSULTANT, DAN MCGRAW IS WIDELY KNOW FOR HIS SKILLS IN HELPING TEAMS AND ORGANIZATIONS SET THEIR GOALS, DEVELOP THEIR STRATEGIES AND GET THE DESIRED RESULTS.

If you would like a copy of the Manager's One Page Planning Template, send Dan an email and we'll send it right away.



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