

Moving from Strategy to Action
Outline Accompanying November 17, 2011 Webinar

- **Plan Creation**
 - A simple planning process
 - Environmental Scan
 - External forces
 - Internal expectations and demands
 - Review the Mission
 - Challenges and Opportunities
 - Critical pathways
 - Ideal results or end states
 - What is the Plan end date?
 - When the desired end states will be achieved?
 - Pick intermediate dates, when you will check to see if progress is being made
 - These are times when the people responsible report back to the vestry
- **Sharing ownership**
 - First, assign one or more vestry members to each critical pathway
 - Next, determine who owns this pathway
 - An existing committee?
 - A new group formed to address a new challenge?
 - Then convene that group and share the vestry's vision for results or end states
- **Managing Change**
 - Along each pathway, what are the 3 things that have to change to get to the desired result?
 - These become the objectives, e.g.
 - By May, 2012 conduct a facilities needs assessment
 - By October, 2012 clean and paint the old meeting room for nursery use
- **Staying focused**
 - Change the way your Vestry functions with more time spent on the future than the past
 - Assign each pathway team a date on the vestry meeting calendar
 - On that day, the vestry leaders on the pathway present a thorough progress report
- **Reporting**
 - Where are we going? What is the end state?
 - What have we done?
 - What is our plan?
 - What happens next?
 - What resources do we need from the vestry?