Completed Your School's Strategic Plan, Now What?

2023 MNSAA Conference
Session 2

November 3, 2023

Principalism
“Principalism” (clericalism, presidentism, etc.)

WDYR?

Leader/Coach

Hedgehog

What is your organization's Core Purpose?
What is your organization's Core Work?
What is your organization's Cash Engine?

Your "There"
### Leader/Coach

*Leadership v. Management*

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<thead>
<tr>
<th>1</th>
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<tbody>
<tr>
<td><strong>Management Team</strong></td>
<td><strong>Leadership Team</strong></td>
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<tr>
<td><strong>Goals</strong></td>
<td>ensure that day-to-day operations run smoothly</td>
<td>is focused on setting strategic goals and ensuring that the organization is heading in the right direction</td>
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<tr>
<td><strong>Decision-making</strong></td>
<td>make decisions related to operational issues such as budgeting, staffing, and resource allocation</td>
<td>responsible for making decisions related to long-term strategy, market positioning, and organizational culture</td>
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<td><strong>Focus</strong></td>
<td>often focused on maintaining stability and maximizing efficiency</td>
<td>more focused on driving innovation and growth</td>
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<tr>
<td><strong>Skill sets</strong></td>
<td>often chosen for their expertise in specific areas, such as finance, human resources, or operations</td>
<td>typically chosen for their strategic vision, leadership skills, and ability to inspire and motivate others</td>
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<td><strong>Accountability</strong></td>
<td>accountable for ensuring that tasks are completed on time and within budget</td>
<td>accountable for the overall success of the organization, including meeting strategic goals and driving growth</td>
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Execution
Organizational Clarity

Sustainable Growth Framework
Durable & Embedded Leadership & Management

Cash
Leader/Coach
Culture
Treasure
Execution
Smart
Engaged & Committed Investors
Healthy
Operational Vitality
People
Strategy
Cohesive
Escales

Escales’s Proven Process

Embark - Implement - Embed - Escalate

- Embarkment
  - 1:1 Leader Coaching
  - Sustainable Growth Community
  - Leadership Team Coaching
  - 2-Day Kick-off Off-site
  - Leadership, Management, & Function Team Input/Training Sessions
  - Clarity Playbook v.1.0

- Quarterly Escalé
  - 1:1 Leader & Leadership Team Coaching
  - Sustainable Growth Community
  - Quarterly/Annual Escalés

- Quarterly Escalé

- Annual Planning Escalé
  - Shared Vision, Plan, Processes, & Tools
  - Compounding Productivity
  - Team Accountability
  - Evolving Clarity Playbook

Smart           Healthy           Operationally Vital           Embedded & Durable Leadership & Management

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(612) 518-2620

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# Execution

*Productive Meetings*

<table>
<thead>
<tr>
<th>Meeting Types</th>
<th>Questions</th>
<th>Key Points</th>
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<tbody>
<tr>
<td><strong>Brainstorm or Offsite</strong></td>
<td>Are we solving the right problems? Are we living up to our potential? Are we missing something? Could we serve our families better?</td>
<td>Step back and look at the market/environment. This meeting should stay in the Ideation stage and not get dragged into tactics.</td>
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<td>Elevation: 25,000 - 30,000 ft</td>
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<tr>
<td><strong>Solutions Oriented or Ad Hoc</strong></td>
<td>What is our strategic focus? How can we tweak our strategy? How can we refine our solution?</td>
<td>We identified a problem and need to spend time tackling a strategic focus. We need to invent a solution to address the issue and take time refining/tweaking it.</td>
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<td>Strategic Elevation: 20,000 - 30,000 ft</td>
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<td><strong>Rally &amp; Tactical or Weekly Staff</strong></td>
<td>Are we moving the ball forward? How are we doing against goals? What do we need to get done so next week is better?</td>
<td>We've identified our strategic focus, and we are inspiring and pushing people to execute. We don't need to re-discern our primary objective.</td>
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<td>Elevation: 15,000 - 10,000 ft</td>
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<td><strong>Task Oriented or Daily Standup</strong></td>
<td>What's everyone working on? What will we get done today? What can we check off the list?</td>
<td>Briefly ask what everyone is working on. &quot;D&quot; should lead because it's about prioritizing and allocating resources.</td>
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<td>Elevation: 5,000 to ground</td>
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Execution

Widget Forecast & Swim Lanes

KFFM (Key Function Flow Map)
Future 20 Minute Teachings

Subject to change

Tuesday, November 14th @ 11 AM CST

I'm Overwhelmed, but I Know We Could Be So Much More. Where Do I Start?

Thursday, November 30th @ 11 AM CST

Oh Crap! You're Saying I'm the One In Charge Now?