

compas

module 4 – commitment planning

a strategic approach to delivering key accountabilities in a two-day intensive workshop

Modern organisations typically involve their people in a process whereby objectives are negotiated, described and signed-off. This process goes by different names, such as KPI's, KRA's, Objectives and many others. Essentially it is the process of setting out the high-value deliverables that each person will be expected to achieve during the review period and has clear implications for remuneration, career growth and job security – not to mention the achievement of corporate goals

This process – the setting of accountabilities – is often driven more by enthusiasm and group think, than by a considered, rational examination of whether the accountabilities set are actually achievable without overreaching the human resources who've signed up to deliver them

compas module 4 addresses these issues head on. Participants are typically members of an established team with synergistic accountabilities. The workshop commences with a thorough overview of all projects, both individual and collective. Projects are scored in terms of both importance and urgency to achieve a comparative rating. Then, in turn, each project is analysed in terms of what actually has to be done, by whom and by when, to achieve required outcomes. In taking ownership of their component activities each participant incorporates them (in units of half-days) into their own 90-to-365 day personal plan

Progressively, over the course of two quite intensive days, participants develop an increasingly clear picture of exactly what each individual is committed to over the plan period. They are able to accurately predict when they will be at their busiest and compare that with colleagues and with the seasonal tempo of the business. Unlikely timelines become evident so that early intervention can be arranged. Commitment-collision (the unplanned crashing together of elements of separate accountabilities), is more objectively recognised and therefore more readily managed

compas module 4 is two days of high-intensity planning for small groups of connected individuals, using their own workloads and commercial realities. Once completed, teams will find that they are able to more confidently address their challenges and achieve sustained focus on high value activities

In many organisations, the process of setting accountabilities is often referred to as 'biting off more than you can chew, and then chewing like mad'. This is as unhealthy for companies as it is for the people who work in them. Research completed by the consulting arm of Price Waterhouse Coopers in Australia has suggested that as much as two thirds of all corporate objectives fail to reach satisfactory conclusions, partly because of a lack of hard-nosed, objective planning on the part of individuals.

compas module 4 begins the process of correcting that shortfall

compas module 4 – commitment planning is most powerful when conducted before key accountability negotiations are finalised. It can also be applied at any stage in the business cycle to either measure success, predict outcomes, determine corrective action or define necessary resources