COMMAND PERFORMANCE

Five keys to bringing pandemic-level speed to implementing your strategic initiatives

Healthcare organizations have nimbly and rapidly implemented solutions throughout the COVID crisis, showing what the industry can accomplish. To apply these lessons to executing strategic plans well into the future, organizations must conduct their critical initiatives like an orchestra.

Choose the Right Conductor
A department head leading critical initiatives is like a violinist conducting the orchestra. Each role demands focus, and the required skills can be different. Dedicate a leader who can motivate, organize, and adapt, and protect them from distractions.

Establish the Tempo
Effective project leaders tap into motivational forces to create a sense of urgency. Motivators that speak to the team's minds and hearts will propel action. Communicate the “why” clearly and reinforce it often.

Develop the Sheet Music Before Starting to Play
An orchestra doesn't arrive at rehearsal to write a symphony. Planning is foundational. Define the target and the work to get there, plan the work, and then use the plan as the sheet music to guide the players.

Conduct the Orchestra
Musicians need the conductor to guide their efforts with discipline. A disciplined leader sets clear expectations, tracks actions, monitors risks, and informs decision-making, all to enable each player to focus on their contributions.

Involve the Right Players
A strong change management plan includes stakeholders throughout the process to sustain results. Those impacted should be part of planning, to gain buy-in and engagement through implementation and beyond.

Integrated Project Management Company, Inc., a business consulting firm with a core competency of program and project leadership, has been at the forefront of rapid execution for more than three decades. To learn more, visit ipmcinc.com or call 630.789.8600.

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