



# What's Your Strategy?

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UPschool is dedicated to building “Uncommon Practitioners” of leadership, management and life. One of the primary tools we use to achieve, stay aligned with and hold ourselves accountable to our goals is the Uncommon Strategic Leadership Model.

The model can be applied in both work and life and helps us see a clearer path between people, performance and purpose. This worksheet helps you see, realistically, what it will take to move from where you are to where you want to be.

## 1. Vision Achievement Date

**1a. Vision Success Metrics** - What, specifically, is (observably, tangibly) different now that you have achieved your vision? (What is there more of, less of, no more of. etc.)

## 2. Halfway Date

**2a. Halfway Success Metrics** - What, specifically, is (observably, tangibly) different at halfway to your vision?

## 3. Quarterway Date

**3a. Quarterway Success Metrics** - What, specifically, is (observably, tangibly) different a quarterway to your vision?

**4. Planning** - Given the quarterway success metrics, what needs to happen/be accounted for in the current planning period / budgeting cycle in order to get and stay on the path to success?

**Step 1** Identify investments, resources needed

**Step 2** Identify activities, expenditures, resources no longer needed

**5. Planning for Impact** - How will executing on this new plan impact you and those you care about and what do you need to put in place to ensure success?

**Step 1** Brainstorm both intended/positive and unintended/negative impacts.

**Step 2** For each impact, consider what is needed to ensure success.

**6. Planning for Success** - Given what's needed, what's to be eliminated and the potential positive and negative impacts, what else needs to be considered?

**Step 1** Confirm feasibility of vision given the costs and benefits. Adjust if necessary.

**Step 2** Determine consequences - both organizational and individual - of achieving and not achieving documented milestone success metrics.

**Step 3** Secure commitment to goals from all responsible parties.

**Step 4** Communicate to all directly and indirectly impacted to gain necessary support.

**What questions do you have for your coaching session?**

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