

From Strategic Planning to Implementation
Track: Traditional Practices

A Strategic Planning to Implementation Checklist/Task List:

<input type="checkbox"/> STEP 1	Identify Need
<input type="checkbox"/> STEP 2	CEO Drafts A3-T
<input type="checkbox"/> STEP 3	Present to Management
<input type="checkbox"/> STEP 4	Management Drafts A3-T's
<input type="checkbox"/> STEP 5	Catchball
<input type="checkbox"/> STEP 6	Management Presents to Staff
<input type="checkbox"/> STEP 7	Staff Drafts A3-Ts
<input type="checkbox"/> STEP 8	Catchball
<input type="checkbox"/> STEP 9	3P the New Processes
<input type="checkbox"/> STEP 10	Complete the Projects

- **STEP 1: Identify Need**
 - This step starts the process and defines the whole project. Root cause analysis is important at this stage to ensure the right problem is solved.
 - A problem is identified and CEO is notified
 - In Restoration to Health, the problems are many, the worst being suicide
- **STEP 2: CEO Drafts Strategic A3-T**
 - If the CEO agrees to the need, CEO drafts a plan to solve the problem. This is imperative as without CEO involvement, projects tend to fall by the wayside.
 - A problem statement, target statement, analysis and an implementation plan are developed to address the Need
 - Chugachmiut's Executive Director drafts an Strategic Restoration to Health A3-T
- **STEP3: Present to Management**
 - This step is important to build support and “buy in” from top management.
 - A3-T is presented to management and a request for subsidiary A3-Ts that can advance the main A3-T is made
 - Chugachmiut's Executive Director asked for Restoration to Health A3-Ts from his Division Directors
- **STEP 4: Management Drafts A3-Ts**

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- In this step, subsidiary A3-Ts, usually 3 per manager, are drafted to help accomplish the strategic goal. This step also supports individual ownership of each project, ensuring success.
- Management drafts A3-Ts that advance the primary Strategic A3-T
- Chugachmiut's Division Directors draft A3-Ts of Restoration to Health projects they can accomplish
- **STEP 5: Catchball**
 - This step is about giving CEO and Management input on each project. It also builds consensus.
 - Catchball or negotiations between CEO's and Management over Management's A3-Ts take place
 - Ex. Dir and D.D.'s discuss their Restoration to Health A3-Ts and build consensus on projects
- **STEP 6: Management Presents to Staff**
 - This step is important to build support and “buy in” from staff.
 - Finished A3-Ts are presented by Management to their Staff
 - Chugachmiut Management presented their Restoration to Health A3-T's to their staff and requests projects that can advance the divisional A3-Ts
- **STEP 7: Staff Drafts A3-Ts**
 - In this step, subsidiary A3-Ts, usually 3 per departmental staff, are drafted to help accomplish the strategic goal. This step also supports individual ownership of each project, ensuring success.
 - Staff drafts A3-Ts for their departments that can advance the management's projects
 - Chugachmiut's departments draft departmental Restoration to Health A3-Ts
- **STEP 8: Catchball**
 - This step is about giving Management and staff input on each project. It also builds consensus.
 - Catchball or negotiations between Management and Staff over Staff's A3-Ts take place
 - D.D.'s and department staff discuss their Restoration to Health A3-Ts and build consensus on projects
- **STEP 9: 3P the New Process**
 - In this step, select staff participate in a kaizen event to design processes as Lean as possible before it is implemented.
 - PreProduction Pioneering of resulting processes are tested
 - Chugachmiut staff conducts kaizen event to map out needed processes to test for quality before implementation
- **STEP 10: Complete the Projects**

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- This is a long step in which all projects are completed and tracked by management. As projects are done, they help complete the projects at the higher level.
- Complete the to-do lists from all A3-Ts
- All Chugachmiut A3-Ts will be completed, including departmental, divisional and strategic, in that order