



Analyze & Measure

Set milestones at 90-day intervals of the first year and annually after that. Use all of your data gathered to evaluate for meaning and relevance of the system. When consistency addressed, it will amount to tweaking. If you hit a more significant bump, then reimagine it with greater effort.

Analyze plan to actual

- > Using the objectives, you set review actual results to your plan
- > Include quantitative and qualitative data
- > Identify objectives that are in the range of success and those that need improvement

Identify success: objectives that are successful

- > Discuss what might be driving the success within each successful component
- > Step back and look at all successful objectives together are there common threads
- > How can you build upon that successful objectives?

Identify improvements needed

- > Discuss what might be causing an objective to miss the mark
- > Step back and look at all objectives that are missing the mark together are there common threads
- > How can you reimagine these objectives?

Refine

- > Refine objectives based on success and those that need improvement
- > Set your next review date
- > Work to operationalize this initiative for sustainability

