



> Refine Blueprint

With evaluation and refinement to your initiative it is important to refine all of your communication tools to support any changes. This includes reviewing and modifying training, coaching, communication, and recognition delivery. Using your network of advocates onboard them to initiative refinements and earn their support.

> Implementation

Implementing refinements to a new system requires care. Remember: implementing change, even when it is for a benefit of improvement demanded, is not easy. Identifying and securing a set of key stakeholders from a cross-section of the department and/or organization to champion your refined blueprint is a key step to make sure your efforts are more successful.

> Analyze & Measure

Over time people and objectives change and your system needs to be dynamic and revisited with regularity to keep it fresh. Yearly analysis will create a continuum of change. Most likely from year to year this will amount to small tweaks. If you hit a more significant bump, then reimagine with greater effort.

