



## **Championing Execution**

Making the vision a reality. The leader propels the development of concrete strategies. It makes vision actionable.

### **Step 1: Momentum**

Provide the drive and commitment to initiate action.

People tend to perform to the level of momentum that's expected.

### **Step 2: Structure**

Provide a plan on how to get where you want to go. It helps produce predictable, reliable outcomes.

This is the stage for in-depth analysis.

### **Step 3: Feedback**

Address problems as they arise. Maintain a trust environment where you are open to feedback and be a role model for how to handle negative feedback.

Provide feedback in a timely manner. Be specific, tactical and strategic in your feedback. Focus on facts, not feelings.

Offer praise. Celebrate the contributions of others. Be inclusive in sharing the joys of accomplishment.