

Are You Running Around in Square Circles?

Moving at high speed, trying to get more and more done. Thankfully, economic indicators show us headed toward blue skies again.

Have you been running around the same bases week after week, assuring that the essentials are under control? The urge to concentrate exclusively on crucial, immediate concerns can be overwhelming, but it's a mistake that can hinder growth. No matter how busy you are, strategy matters.

The economic slowdown compelled organizations to reverse the gradual creep of costly, unnecessary complexity, and that's good. But it has also meant weathering the storm with a smaller staff, and that's been a challenge. To drive results going forward, leaders must be equipped to keep every employee on track. With all the re-sizing, restructuring and belt tightening, it's very possible that many, if not all, of the roles at your company have changed. Make sure that the opportunities on the horizon don't dissipate into chaos because of cloudy communication and altered roles.

This is an opportunity for clarification, one that can improve your team's performance and lend momentum to achieving goals. There are day-to-day tasks and projects required to meet those goals. Use a patented process to benchmark jobs at your company and establish the key accountabilities for each position. It's the best way to communicate revised performance expectations to everyone on the team and ensure that nothing critical gets lost in the shuffle.

The simplified version of strategic planning is knowing what results you need to accomplish and having an action plan to produce them. Benchmarking jobs, identifying key accountabilities and defining priorities is a good foundation for your leadership plan. Getting through the recession requires a unique recovery plan for each business. There are already signs that some companies are doing a better job of rebounding than others.

©2010 TTI, Ltd.

**Want to know
more?**

Contact:
**ANSIR
International,
Inc.**

(800) 471-2619