



**Action Planning has 3 L's**

1. Looking Ahead
2. Looking Forward
3. Looking Into

**Looking Ahead ... is looking toward where you want to get to - your goals.**

Does your Action Planning do this?

When you apply it to Engagement+Culture, it means having a clear idea of how engaged you want your employees to be, and having real clarity around which behaviours are acceptable, which behaviours are not acceptable, and what you are prepared to do to maintain these boundaries (that is, how you will manage your organisational culture).

**Looking Forward... is driving forward along your pathways.**

Does your Action Planning do this?

When you apply it to Engagement+Culture, it means prioritizing your people management initiatives, allocating resources (including time) to make them happen, and taking practical steps everyday to reinforce these decisions.

It's a bit like driving a car – you drive to the road conditions, and if you stop along the way, you get back in the car and keep driving until you get to where you want to go.

**Looking Into ... is checking your map to make sure you're on the right track - checking your feedback loops.**

Does your Action Planning do this?

When you apply it to Engagement+Culture, it means having measurable markers and milestones, and monitoring your current status against them. You can do this with periodic, structured pulsing coupled with regular 'walking the floor' talking with your people.

Markers and milestones are helpful, but 'walking the floor' is a much stronger option for checking your map.

**In summary, Action Planning has 3 L's:**

1. Looking Ahead (to your goals)
2. Looking Forward (along your pathways)
3. Looking Into (your feedback loops)