

WHAT'S NEXT? PLAN

A worksheet to plan training and operationalize Trust Edge content

TRAINING ROLLOUT & REINFORCEMENT

Complete for new organizations, new teams, or a new year.

If you are rolling out content with other Certified Partners, how frequently do you plan to meet?

Weekly Monthly Quarterly Other: _____

How are you going to structure your trainings?

Multi-day Full day Half-day Two-hour One pillar Other: _____

What impact/result are you hoping to achieve in conducting these trainings?

Increased revenue New innovations _____
 Decreased attrition Decreased stress _____
 Increased productivity Increased team loyalty _____

What assessments will you use to benchmark your trust levels?

SELF-ASSESSMENT (For whom?):

TEAM ASSESSMENT (Which teams?):

360 ASSESSMENT (For whom?):

Survey start: _____

Survey start: _____

Survey start: _____

Which pillar(s) will you be focusing on?

Will determine via assessments Clarity Compassion Character
 Competency Commitment Connection Contribution Consistency

What tools will you be training on?

How? How? How? Trust Shield _____
 90-Day Quick Plan® DMA's _____
 ODC SEEDS _____

When will you get started?

First/next training day: _____ / _____ / _____

Location/Time: _____

Audience: _____

How many people do you plan to train? _____

OPERATIONALIZE THE 8 PILLARS

For lasting change, embed the 8 Pillars into significant touchpoints with employees.

BUY-IN

Getting buy-in requires communicating with empathy, credibility, conviction, humility, and transformation.

From whom do I need to get buy-in to make this work stick? _____

INTERVIEWS

Include interview questions that help discover if candidates have:

- Clarity in communication
- Examples of *commitment*
- Proof of *compassion*
- Methods for *connection*
- Demonstrated *character*
- Measurable *contribution*
- Investment in their *competency*
- Consistency* over time

ORIENTATION/ONBOARDING

- Schedule new employees' first training on the 8 Pillars to learn the language and framework.

ASSESSMENTS

TEAM: Bi-annual Annual _____ | **SELF:** Bi-annual Annual _____

REVIEWS

- Check your review process to ensure employee performance is measured against the 8 Pillars.

MEETINGS

- Assess meetings for the 4Ps (stated PURPOSE, right PEOPLE present, clear PLAN, appropriate PLACE).

ORGANIZATIONAL ALIGNMENT

FIRST GOAL/PRIORITY:

Relevant Pillar:

Helpful Trust Tool:

SECOND GOAL/PRIORITY:

Relevant Pillar:

Helpful Trust Tool:

THIRD GOAL/PRIORITY:

Relevant Pillar:

Helpful Trust Tool:

PERSONAL APPLICATION

Over the next *(time period)* _____, I will focus on the _____ Pillar and the _____ Trust Tool, so that *(desired result/impact)* _____.

90-DAY QUICK PLAN™

90-Day Goal: _____

Where am I now?

Where do I want to be in 90 days?

Why am I working toward this goal (Why does this matter to my organization)?

How am I going to get there?

How?

How?

Continue to ask *How?* until you have a *Final How?* and can complete the who, when, where, with something that can be done today or tomorrow:

Final How? _____

Who? _____

When? _____

Where? _____

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When? _____

Where? _____