1. What needs to happen/change/improve...

- __________________________
- __________________________
- __________________________
- __________________________
- __________________________
- __________________________
- __________________________
- __________________________

⇒ What will change performance, knowledge, skills?
⇒ How much change? What is realistic?
⇒ Timeframe? When will the improvement occur?

2. Which of these meet the most urgent needs, and will require actionable and measurable steps to achieve.

Objective 1:
- __________________________
- __________________________
- __________________________
- __________________________
- __________________________
- __________________________

Objective 2:
- __________________________
- __________________________
- __________________________
- __________________________
- __________________________
- __________________________

Objective 3:
- __________________________
- __________________________
- __________________________
- __________________________
- __________________________
- __________________________

3. We will be successful when:

What is success and how will you measure it?

1. __________________________
2. __________________________
3. __________________________
Another Approach

<table>
<thead>
<tr>
<th>What are some innovative things you are doing in your organization?</th>
<th>What are you trying to accomplish? Why are you doing this?</th>
<th>How will you know when you are successful?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan / Action</td>
<td>Outcome</td>
<td>Criterion / Criteria</td>
</tr>
</tbody>
</table>
