

Finding and Sustaining Shared-view in the Seven Areas of Significance

the sure-fire way to achieve your best results
at the least human and business costs



By Ian Berry

It's a challenge often isn't it to ensure everyone that you're working with is actually with you? As we call it being on the same page.

This guide will help you.

We begin with a look at the actual physical one page that I recommend you use.

I'm one of the pioneers of one-page plans. As I've seen more and more of them in recent times I am mystified that many are unreadable even with a magnifying glass! This is certainly not what I believe matters. My insight is very little content, the gist of which you get at a glance. The key is that one-page plans are a conversation focusing tool first and foremost.

On page 3 is what I've gleaned are great headings for your one page.

On page 4 is my own example.

On page 5 is a template for you to create your own.

You can download all 3 of these in the one document at the bottom of this page <http://www.ianberry.biz/remarkable-workplaces/>

On the next pages we take a look at the seven areas of shared-view that are the headings for your one page. I call them the seven areas of significance because I have not seen any person, team or workplace who had a shared-view in these areas who wasn't highly successful.

Page 6 Reality

Page 7 Possibility

Page 8 Purpose

Page 9 Strategy

Page 10 Execution

Page 11 Progress

Page 12 Culture

On page 13 is a one-page diagnostic tool that I use with my clients. I recommend that you undertake this quarterly with your team/colleagues and up date various one-page plans accordingly.

Be remarkable.

Ian

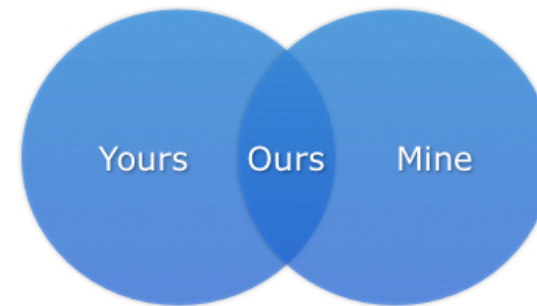
Shared-view is the world we share (ours)

Most of our troubles, personal, local, organisational, national, and international, are fundamentally based in our perceived need to hang onto the world in here (my view), our issues with the world out there (other people's views), and, our failure to focus more on the world we share (ours).

The exciting news is that when we find and sustain shared-view (ours) we can triumph over all our troubles.

The key to family/community/team success is willingness to give shared-view priority over individual views.

The three worlds and the immense power of shared view



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Thank You!

The signature to all my work is this:

What I say is important, **yet nowhere near as important as what you hear yourself say to yourself, who you become, and what you do next.**

Reality

1 - 3 paragraphs about your current status regarding

People
And your key performance areas

Possibility

1 - 3 paragraphs about your goals for this performance period regarding

People
And your key performance areas

Purpose

1 paragraph about why your organisation/team exists

Strategy

One sentence about how you will move from reality to possibility.

Execution

1 - 3 paragraphs about your key tactics to execute your strategy

Progress

1 - 3 paragraphs about how you will make progress in meaningful work visible and how you will communicate, and converse about progress towards possibility

Culture

1 - 3 paragraphs about how you will further inspire and influence people to be accountable for living the agreed behaviours of your values

Reality

At beginnning of this performance period I have 6 retainer clients.

I have 4 possible tier 1, 2 or 3 clients in the pipeline.

Possibility

SVA (smallest viable audience)
p.a. is 10 - 14 clients p.a.

Purpose

Inspire and help my clients to implement and integrate insights and ideas that mean they evolve to be better, wiser and more valuable in the areas of life and work that are important to them.

Strategy

Rolls-royce relationships with clients, referrers and advocates leads to repeat client work and new clients.

Execution

Give value in advance without attachment to getting back through publishing, events and direct contact.

Attract 2 referrals per month.

Progress

Key Human Indicators:

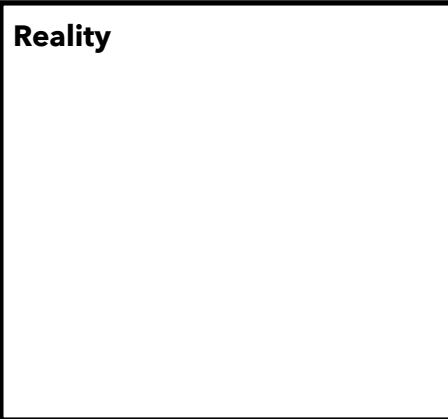
- 1) continuing to receive requests to do work from people who love my work,
- 2) continuing to receive referrals without asking for them,
- 3) continuing to receive requests for extensions.

Culture


Daily Meditation.
Daily Gratitude.
Continuous Noticing and Contributing.
Sustaining and enhancing relationships.
All of above without attachment to outcomes.

Feeling valued, fulfilled and loved and helping others to feel the same.

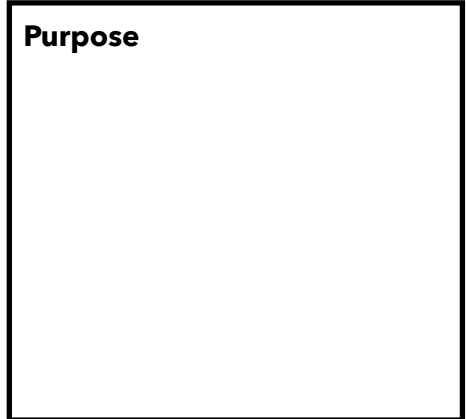
Reality



Possibility



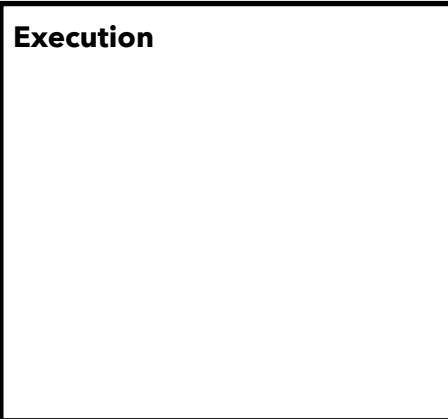
Purpose



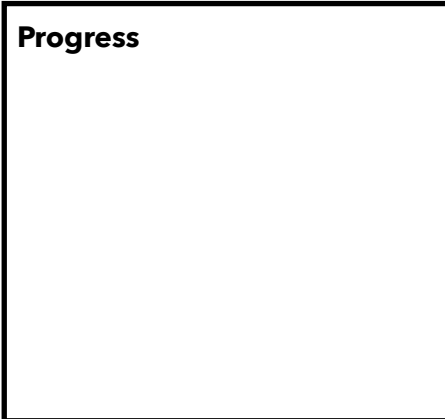
Strategy




Execution



Progress



Culture



Reality

Being brutally honest about where we are now is the first step to successfully moving to what's next.

When you're completing your own plan on a page I recommend that you seek input from people you trust who will tell you exactly how they see you.

For teams I recommend the following exercise be undertaken by each team member. Combine results into one document for meeting use.

Schedule a 46 minute team meeting. Prepare your team by asking them to complete a one page with these headings:

Our performance as a team over the past year				
What's remarkable? i.e. "conspicuously extraordinary"	What's great? i.e. above average; better than basic	What's good? i.e. basic standards of performance are being achieved	What's bad? i.e. of poor quality or low standard	What's ugly? i.e. unpleasant, displeasing, or threatening personal or business well-being



There's a short video about reality at <http://www.ianberry.biz/sustaining-shared-view/>

The 'one great idea' is that full appreciation of what is, dramatically increases your likelihood of achieving what can be (possibility).

Possibility

Grounded in a true picture of reality you're now ready to imagine where you can move to. According to quantum physicists we live in a world of infinite possibility. I see this truth in my own life every day. We are barely scratching the surface of what's possible in most of our endeavours.

When you're completing your own plan on a page I recommend that you seek input from everyone with whom you have a working relationship and therefore are delivering value to.

For teams I recommend the following exercise be undertaken by each team member. Combine results into one document for meeting use.

Schedule a 46 minute team meeting. Prepare your team by asking them to complete a one page with these headings:

Shifting from reality (what is) to Possibility (What Can Be) in the next 90 days			
The one area identified in the Appreciating What Is exercise I've chosen to be accountable for shifting	Why I chose this area and the present tense sentence I'm using to describe the shift	Who I'm going to engage to work with me to ensure the shift happens	How we are going to keeping meaningful progress visible (These will be finalised when I've consulted with my team)



There's a short video about possibility at <http://www.ianberry.biz/sustaining-shared-view/>

The 'one great idea' is that what we truly believe and are prepared to be accountable for we can achieve.

Purpose

When we have a compelling reason for doing something we're more likely to do it well. I prefer to have both being and doing reasons.

You no doubt know about 'Start With Why'. I love the philosophy too. It's author Simon Sinek got it absolutely right when he said *"People don't buy what you do; they buy why you do it."*

I believe why comes from who which is why I suggest start with who. My philosophy is who before do.

"To be who we are, and to become all that we are capable of becoming, is the only purpose in life." said Robert Louis Stevenson.

Action

Use a technique known as the 'five whys'.

From a who perspective start by answering the question Who am I becoming? Then ask Why? several times.

From a doing perspective start by answering the question What do we do? Then ask Why? several times.

In a great book 'Scaling Up', Verne Harnish and the folk at Gazelles suggest *"keep asking until you get to your version of "saving the world" and then back up one step."*



There's a short video about purpose at <http://www.ianberry.biz/sustaining-shared-view/>

The 'one great idea' is that your life only has one purpose, so does your business, and the two are connected in an unbreakable way.

Strategy

I have had to read 100's of strategic plans over my three decades engaged in people development and business process improvements as a business advisor, mentor and speaker. For a few years I helped to create strategic plans. In the past two decades I have partnered with my clients to separate determining strategy from the plans to execute them. I agree with Alan Weiss that strategic planning is an oxymoron!

I define strategy simply as the big picture how to get from where we are (reality) to where we want to be (possibility). Tactics are the actions we take to execute our strategy.

As a general rule six words are all you need to describe your strategy! The great writer Ernest Hemingway thought the following were six of his best words: *For Sale: Baby shoes, Never worn.*

Inspired by Hemingway, my friend and colleague Kwai Yu, founder of Leaders Cafe, asked the following question on a LinkedIn discussion: *Who are you? Could you tell the story of you in six words?*

Kwai received hundreds of extraordinary responses which inspired me to think about a way I could best teach people about strategy! I now work with my clients to help them describe their strategy in 6 words (at very least in one sentence) and when this is accomplished it becomes one of the best engagement of people tools I have ever developed particularly when those charged with execution are involved in determining the strategy.

Your turn to describe your strategy in 6 words (one sentence)!



There's a short video about strategy at <http://www.ianberry.biz/sustaining-shared-view/>

The 'one great idea' is that strategy is the compass that guides your personal and business decisions, and execution is the map.

Execution

When I was a boy I was always fascinated to watch my Grandmother Ruby Sherriff making quilts.

She would have individual pieces all over her house and then one day she would magically stitch them all together.

Each piece individually crafted yet only in all it's glory when stitched together.

Your plan and co-promises on a page is your piece of the quilt.

When you put everyone's plan and co-promises on a page together you have your workplace's execution map.



Action

Help your employees to document their piece of your execution map by developing with them their plan and co-promises on a page.

Make sure that part of their one-page is about achieving what's important to them as well as what's important for your workplace.

Plans and co-promises on a page already part of your practice? Make sure you extend their use them to your onboarding programs.



There's a short video about execution at <http://www.ianberry.biz/sustaining-shared-view/>

The 'one great idea' is that clever answers often hinder execution, whereas wise questions accelerate the process.

Progress

Celebrating milestones has always mattered as a motivator for successful people. This was taken to a whole new level in 2011 when Teresa Amabile and her husband Steven Kramer published their book 'The Progress Principle', which was rated by Harvard Business Review as the breakthrough idea of 2010's.

The key for me about 'The Progress Principle' is the insight *"making progress in meaningful work visible."*

I've never thought much of the idea that what gets measured gets done. I'm much more aligned with the following:

"Not everything that counts can be counted, and not everything that can be counted counts."

William Bruce Cameron in 'Informal Sociology' published 1963.

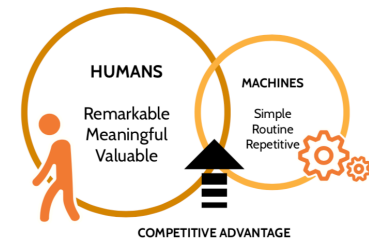
Action

What are you currently doing in making progress in meaningful work visible? What improvements will you make after considering the following:

"Post-industrial business is about doing meaningful things with meaningful people in a meaningful way." Esko Kilpi

Machines will soon do most of the algorithmic work, the simple, routine, and repetitive.

Your quest is to be remarkable and to do work that is meaningful for you and highly valuable for others.



There's a short video about progress at <http://www.ianberry.biz/sustaining-shared-view/>

It was recorded when I was using milestones not progress as the key word. Nevertheless the video's one great idea is still relevant, i.e. that in the new world of work only the milestones and lead measures that have meaning for people have value.

Culture

Corporate anthropologist Michael Henderson says "Culture is; "What it means to be human here." ('Here' being wherever you are referring to when talking about a culture.) I have always loved Michael's definition.

Typically culture is described as *"the way we do things around here."* I believe this is only part of the story. Who we are as human beings precedes what we do, hence my expression 'who before do.'

The key to culture is agreeing to a set of behaviours that demonstrate how we live our values.

Action

Over time create harmony between Key Human Indicators and Key Performance Indicators in your workplace.

I first learned the phrase Key Human Indicators from futurist Gerd Leonhard. I also love Gerd's idea of androrithms *"those qualities that makes us human" having more meaning than algorithms.*

What are the Key Human Indicators in your workplace that show you are living your values?

Involve every person in your workplace in answering this question over time and keep the living of your values at the forefront of everything you do. People living values is one of 3 essentials for co-creating and sustaining a remarkable workplace. The other two are people feeling valued and delivering value. I reference valued, values and value in the video below. Learn more about Remarkable Workplaces at <http://www.ianberry.biz/remarkable-workplaces/>



There's a short video about culture at <http://www.ianberry.biz/sustaining-shared-view/>

The 'one great idea' is that behaviour determines your culture.

I recommend that you undertake the diagnostic below quarterly with your team/colleagues and update various one-page plans accordingly. 13

Shared-view Review for

Date:

Please place an X where your team is now (Good, Great or Remarkable) and a ✓ where you believe you need to move to

Sustaining shared-view with team members in these seven areas of significance is foundational to achieving your best results, at the least human, environment and operating cost.	Good i.e. basic standards of performance are being achieved	Great i.e. above average; better than basic	Remarkable i.e. "conspicuously extraordinary"
1. Where we are now (reality) (what is) (non biased appreciation of the remarkable, the great, the good, the bad, and the ugly).			
2. Where we're going (possibility) (what can be) (Idealistic yet pragmatic articulation of our Aims, Objectives, Vision for our future).			
3. Why we're going there (purpose) (our reason for being; how we're unearthing, unleashing and enhancing people's gifts).			
4. How we'll get there (strategy) (ability to describe our strategy in a single sentence, and everyone's buy-in to it).			
5. Who will do what and when (execution) (roles, performance action plans, communication and conversations, 70:20:10 framework adaption, quality of coaching and mentoring, meaningful meetings that actually matter, processes* that mean it's simple for people to bring the best version of themselves to their work).			
6. How we'll know we're on track (progress) (how well we make meaningful progress visible).			
7. How we'll behave along the way (culture and values) (buy-in to the behaviours of our values, and the quality of our appreciation and accountability conversations)			
Key Actions to be developed and converted to plan and co-promises on a page.			

Would you love some help with finding and sustaining shared-view in your workplace?

I'm a Possibility Activist - I help you to achieve your best results at the least human and business costs through people development and business process improvements.

In the 30 years I've been doing this work I've learned that there are three powerful lessons at the heart of the most profitable and successful businesses. Please read case studies at <http://www.ianberry.biz/what-people-say/>

1. They put their people first and ensure they are working in the right roles for them.
2. They have strong processes that make it simple for their people to bring the best version of themselves to their work every day.
3. They view profit as an outcome of being remarkable at both of the above.

I can help you to do this in your business.

How we can work together

I mentor a handful of business leaders. Contact me at +61 418 807 898 to discuss your situation and to see if we're a good fit.

I also host every day innovation conversations, conduct group mentoring sessions and speak at special events.

Best wishes
Ian Berry

