

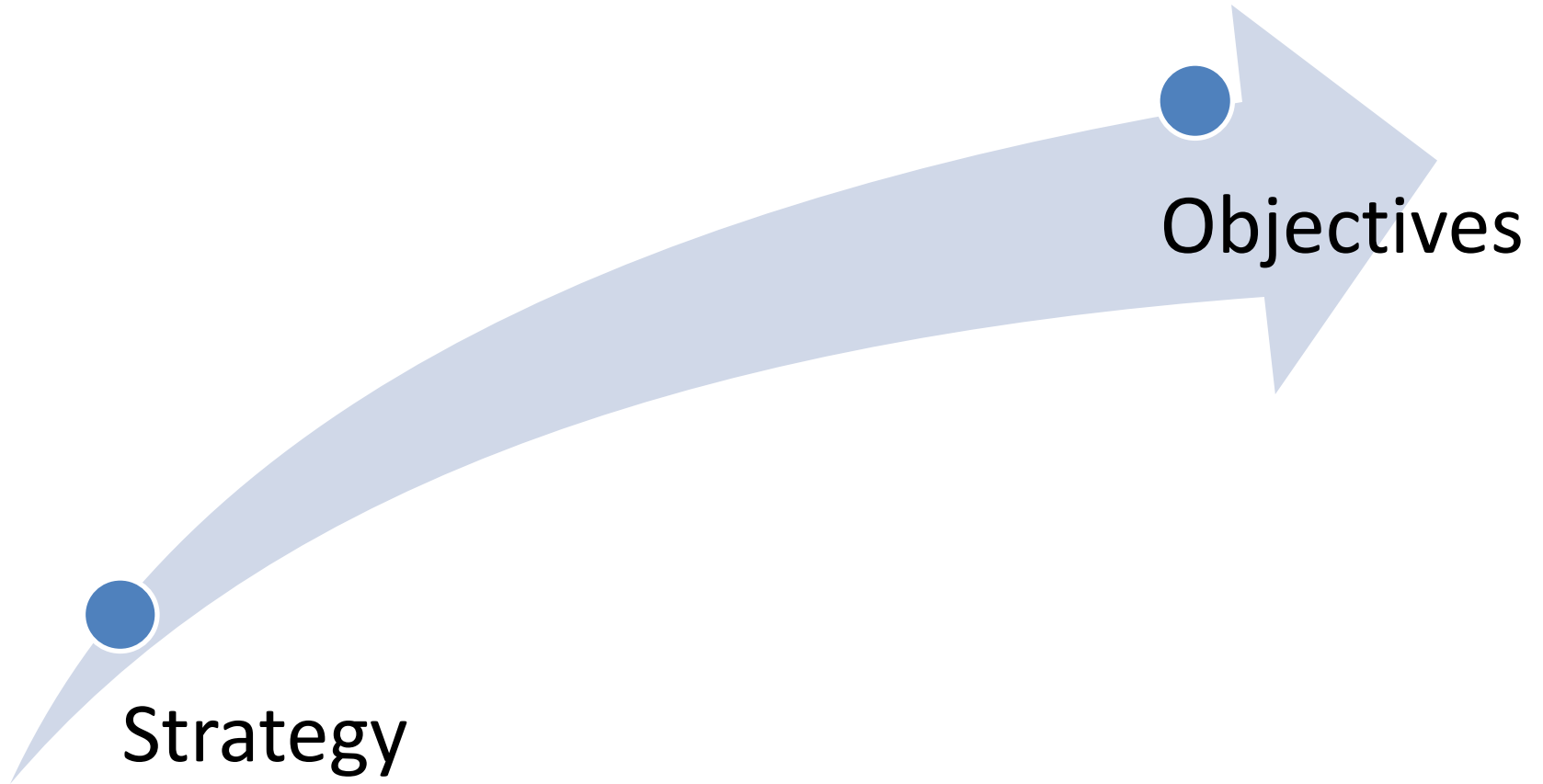
# *Execution*

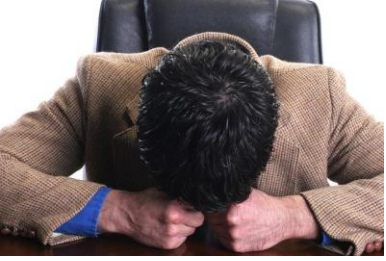
*It's the Difference*

Presented By:  
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Sr. Partner  
Experience on Demand



# Execution





# Why Execution Fails?



# Definition

**Execution** is having:  
the *right* people  
with the *right* budget and tools  
focusing on the *right* things  
at the *right* time with  
the *right* level of accountability  
with the *right* follow-up



**A + A + A + A = Results**

**A** S S E S S M E N T

**A** L I G N M E N T

**A** C C O U N T A B I L I T Y

**A** C T I O N



# Self-Assessment



# Barriers to Execution-Self Assessment

Experience  
on Demand

On a scale from 1 to 5, how would you rate the organization's ability to execute on these barriers . E.g. a 5 score means you have a process in place and this will not be a barrier going forward.

Barriers		Low 1	2	Average 3	4	High 5
A1	Strategy clearly communicated, understood by all					
A1	Completed a SWOT analysis - Actions in place to address					
A1	Facing the Brutal Facts- key issues, decisions, risks					
A2	Allocation of Resources – right people, proper budget					
A2	Focus – priorities are clear, focus on the 80/20					
A2	Strategies in place, aligned– company, division, functions					
A3	Goals – clear and measureable, results vs. activities					
A3	Accountability – clearly established, tied to performance					
A3	Level of commitment –all levels of management & staff					
A4	Project Management –responsibility, tools, expertise					
A4	Action Plans developed, dates, responsibilities, milestones					
A4	Effective Decision Making - process defined, in place					
Overall Execution Self-Assessment						

Handout

A

S S E S S M E N T

Strategy clearly communicated,  
understood by all

Completed a SWOT analysis -  
Actions in place to address

Facing the Brutal Facts- key  
issues, decisions, risks

A

L I G N M E N T

Allocation of Resources – right people, proper budget

Focus – priorities are clear, focus on the 80/20

Strategies in place, aligned– company, division, functions



C	C	O	U	N	T	A	B	I	L	I	T	Y
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**Goals – clear and measureable,  
results vs. activities**



**Accountability – clearly  
established, tied to performance**



**Level of commitment –all levels  
of management & staff**

A

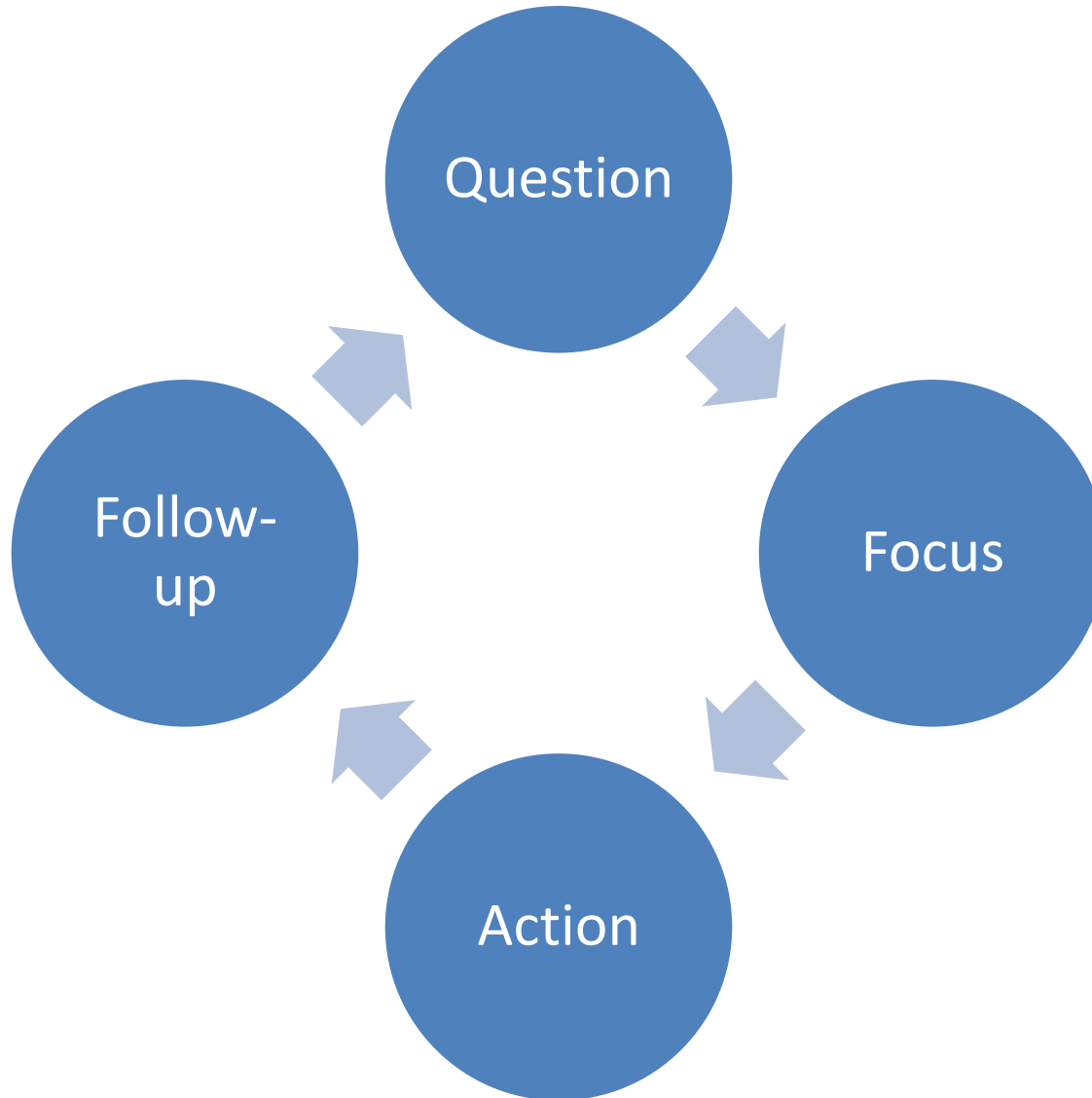
C T I O N

**Project Management –  
responsibility, tools, expertise**

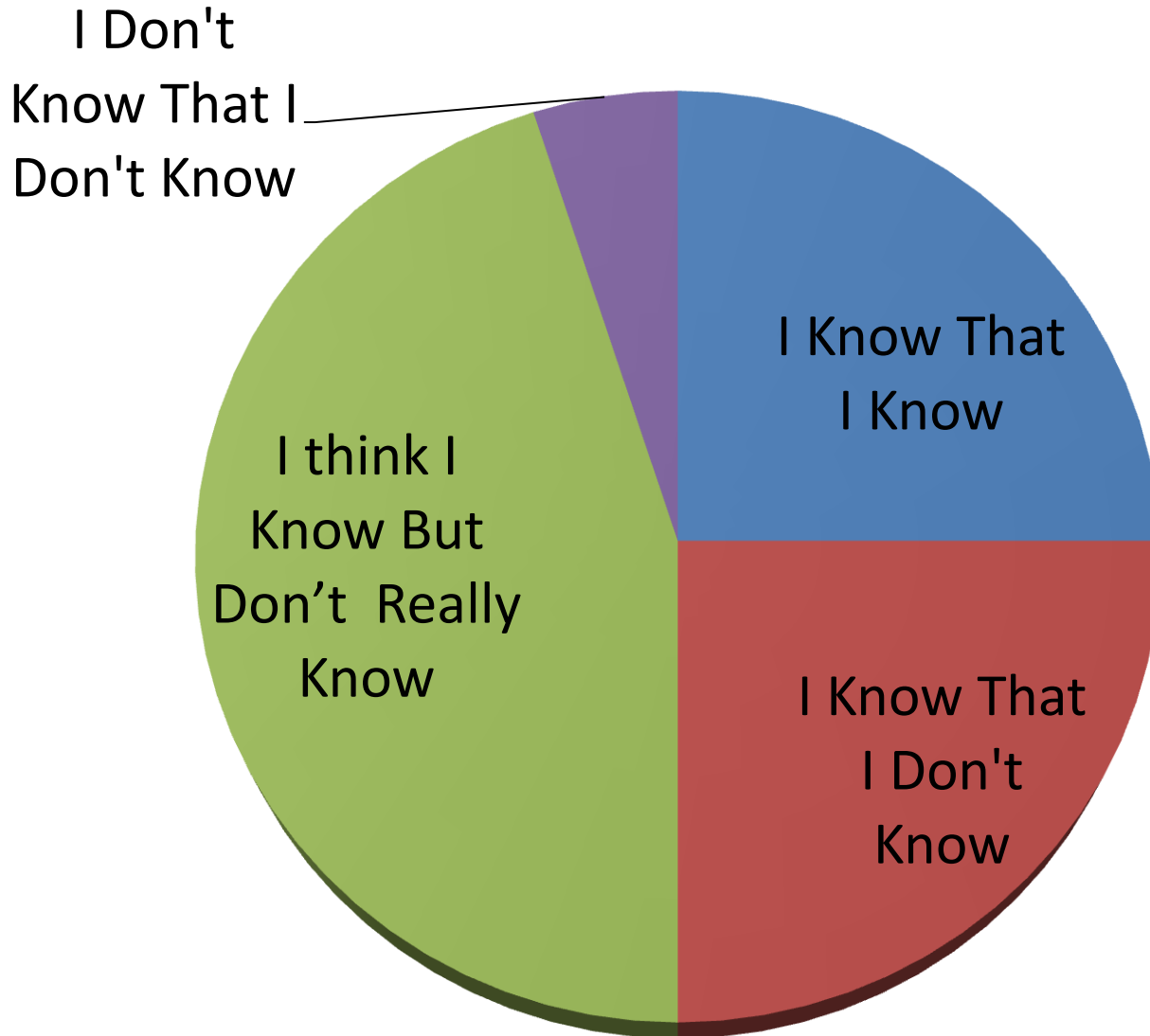
**Action Plans developed, dates,  
responsibilities, milestones**

**Effective Decision Making -  
process defined, in place**

# Execution Discipline



# The Domain of "I Know"



# The Parable of Responsibility

*Everybody, Somebody, Anybody, and Nobody* were members of a team.

There was an important job to do and *Everybody* was asked to do it.

*Everybody* was sure that *Somebody* would do it.  
*Anybody* would have done it, but *Nobody* did it.

*Somebody* got angry because it was *Everybody's* job.  
*Everybody* thought *Anybody* would do it, but *Nobody* realized that *Anybody* wouldn't do it.

It ended up that *Everybody*, blamed *Somebody*, when *Nobody* did, what *Anybody* could have done.



# Contact Information



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*Experience the People, Experience the Process, Experience the Results*