

# Plan with the End In Mind

The Magic of 30-60-90 Day Plans

*tragic death*

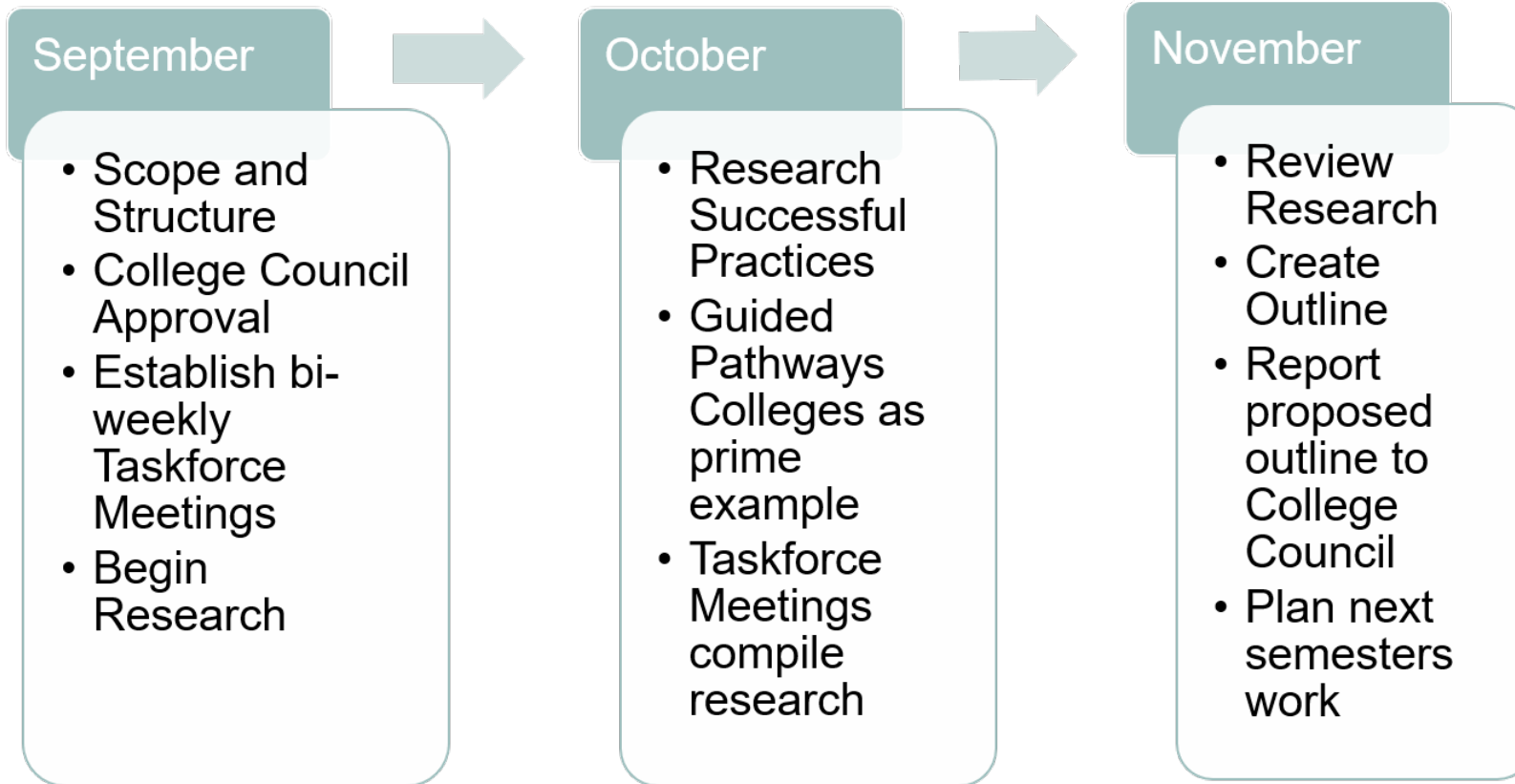
## IF 2020 WAS A MATH PROBLEM

If you're going down a river at 2 MPH and your canoe loses a wheel, how much pancake mix would you need to re-shingle your roof?



# Where we left off...

JZ's  
Grand  
Plan  
for  
Fall  
2020



# So what happened to the plan...

The best laid schemes o'  
mice and men Gang aft a-  
gley; And leave us naught  
but grief and pain For  
promised joy.

QUOTEHD.COM

Robert Burns  
Scottish Poet



# What Would Deans Do?

- Dean Dutiful had grandiose plans to fast-track a strategic enrollment management (SEM) plan using a stealth, cross-functional taskforce nominated from constituent groups using participatory governance, after all, they are one of the most transparent leaders in the institution, priding themselves on collaborative, team-based leadership. At the first College Council meeting of the semester, Dean Dutiful presented their 90-day plan for a team (to be nominated by the Council) to research and outline a SEM plan by the end of the semester. Despite past conversations, both the Academic Senate and the Faculty Union seemed taken by surprise and wanted to deliberate both the proposal for a SEM plan *and* who to appoint. Each group, which meets on alternative weeks desired 2 reads plus deliberation, and both groups forgot to agendaize the item on the first meeting following College Council. It is now mid-November, and Dean Dutiful still does not even have names from constituent groups for the taskforce.

WWDD?

- What went wrong?
- What could Dean Dutiful have done differently?
- How does Dean Dutiful regroup?



# Unpack the groups...

- WWDD?
  - What went wrong?
  - What could Dean Dutiful have done differently?
  - How does Dean Dutiful regroup?

**CHANGE**

is hard at first,  
messy in the middle  
and gorgeous at  
the end.

~Robin Sharma



# Politics of Planning



- People before Tasks
- Context is *Everything*





# Steps to take when your plan fails...

1. Refocus on the **goal**
2. Clarify the outcome.
3. List the things that went wrong.
4. Divide the list in 2. *What can I change? What can I NOT change?*
5. Focus on what you CAN change.
6. Make an action **plan**.
7. Take action.

