



## Implementation – a key to success

Goals, strategies and plans. We all have them but how often do we actually implement them?

Quite often, as we go through life we create a plan for our careers, homes or personal lives. It is easy to spend time in the design phase. After all, we are programmed from grade school to create a road map for our future. At some point in our lives, we all have been asked, “What do you want to do when you grow up?”

The art of planning, whether it is in black and white or simply in the mind, is easy for us to do because we have been doing it all our lives. But how many of those plans never made it out of the notebook? How many were lost and simply became a memory? More importantly, how do we recognize what plans we want to implement and how do we actually go about creating a strategy to take that first step?

The word implementation is defined as “the act of accomplishing some aim or executing some order.” Sounds simple enough....right? If we have an aim or a process that needs to be completed, we act on it. But it is this word action that keeps many people in the planning phase.

It is important to note that from a human behavior perspective the assimilator learning style, as defined by Kolb/Boyatzis, shows a preference for planning over implementing, and although some may prefer this style, we also know they share traits and characteristics of the remaining learning styles: accommodator, diverger and converger. With that said, you must ask: “How do I develop a strategy or process for implanting.”

You can assess yourself to determine learning style, personality type as well as emotional competency and skill level to gain insight as to why you may act, learn or behave in a certain way. This approach is valuable to those who are seeking personal and professional development for career advancement, job satisfaction and relationship enhancement. However, to have immediate impact on a specific aim or process, we need immediate action. We need to take the first step.

## Taking the first step

Although many clients value the self and group assessment process that help create awareness around

certain behaviors, characteristics and actions, the common theme is “time.” Clients today at all levels of an organization are struggling with time restraints and the feeling of being overwhelmed with the task of implementation.

The July issue of Coaches Corner discussed the topic “Small Changes Have Great Impact”

<http://www.forwardthought.net/articles/SmallChanges.pdf>.

The article suggested that breaking down change, tasks and goals into smaller components is helpful in accomplishing the larger objective.

However, the question at the root of not being able to implement is “What is stopping you from moving forward?” The answer in many cases is fear and failure. Sure we want to accomplish a goal or complete a task. But what if it does not go as planned? What if we missed some element during our initial research? The question reaches far and deep and evokes many emotions around where our passion comes from.

As a coach, working with this evocation, is the beginning of the first step. Fear, often, gets the best of us. Many times, it drives us to get the job done. But what if your passion drove you to get the job done? How would that impact your decisions, your emotions, your physical self?

Knowing our source of passion is a true mark of professional integrity. It allows us to stand as individuals and accomplish what others see as the impossible. Knowing your source of passion allows you to awake each day with a positive attitude. It allows you to implement your plan.

It is clear that at any professional level, there is passion around achieving goals. Our passion identifies something to live for and is critical in creating a sense of purpose. Realizing that there are tasks in our lives that we are not passionate about is absolutely okay. At the same time, however, knowing that a process for acting on these tasks will improve your professionalism and guide you along your career development path, not to mention help with the successful implementation of your passion.

Implementation is a key to success, but as we know, keys do not fit into every keyhole. Asking yourself or having someone ask you questions around your hesitation to implement a plan will drive you closer to a process that will ultimately aid in the realization of your end goal.

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