

Shared Performance Measures Work Sheet

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Note: Ideally, this is to be done with the stakeholders and partners working towards a shared result

1. Review your "result in the center chart" and your results action plan.
 - a. Identify those partners (internal and external, current and desired) who are critical to achieving the results and where stronger aligned contributions are needed to achieve results more rapidly.
 - b. For those desired critical partners hypothesize why they may not be engaged in the collaborative work already.
2. For the current partners and stakeholders identify the key performance measures that are used to "drive" their work. Note: If the performance measures have not been identified, hypothesize what they might be.
 - a. Identify the aligned contributions for each partner
 - b. Identify the performance measures that align with other partners
 - c. Develop a work plan that will support the partners developing and sharing performance measures in the execution of their work
 - d. Use timelines and targets to create shared execution of the work
 - e. Make next steps as to who will do what, with whom, and by when.
3. For the critical partners and stakeholders who have not yet joined, hypothesize the performance measures that "drive their work."
 - a. Hypothesize the aligned contributions for these partners
 - b. Hypothesize the performance measures that align with other partners
 - c. Create a plan to engage or enroll these critical partners and stakeholders
 - d. Make next steps as to who will do what, with whom, and by when.

Shared Performance Measure Template

Who can contribute?	What is their contribution? Their performance measures	What strategy will leverage their contribution?	What performance measures can be shared to create aligned action?

Reflection:

As the work is being executed, pay attention to the challenges that may occur within and among the partners and stakeholders who share performance measures.

- Are these challenges systems related? Role related?
- What are the conversations that might be needed to help support high action and high alignment?
- Notice where there might be competition. Notice the pull towards fragmentation.
- In what ways can the results culture that has been created support this work?