

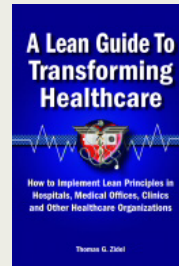
For additional information on Lean Hospitals visit our website at www.leanhospitals.org

The overall objective of the Strategy Deployment Sessions (SDS) is to create both vertical and horizontal alignment of the strategic plan throughout the organization. The SDS consists of a series of meetings specifically designed to provide efficient and effective outcomes. More specifically, the SDS provides each individual with a specific set of goals and metrics for which they will be held accountable.



TOM ZIDEL
PRESIDENT, LEAN HOSPITALS, LLC

Tom Zidel is a consultant, speaker, author, and facilitator. He specializes in the implementation of Lean and Six Sigma in the healthcare environment. Tom's successful 20 year career in the manufacturing and aerospace industries includes experience implementing cost reduction, productivity, operational and quality improvement, and strategic deployment. Tom has devoted the last 6 years to successfully implementing Lean and Six Sigma principles in healthcare. He is the author of the book "A Lean Guide to Transforming Healthcare: How to Implement Lean Principles in Hospitals, Medical Offices, Clinics, and Other Healthcare Organizations"



Lean Hospitals, LLC

10 Crest Road
Granby, CT 06035-2107
Toll Free 866 - 831-5165
info@leanhospitals.org
www.leanhospitals.org



Strategy Deployment Sessions



The Strategic Deployment Sessions are a series of meetings specifically designed to provide efficient and effective outcomes with direct linkage to the Strategic Plan.

For additional information: Email us at info@leanhospitals.org or call toll free at 866-831-5165



Lean Hospitals can provide facilitation of Strategic Deployment Sessions for your organization.

Strategic deployment is a key element in the implementation of Lean/Six Sigma or any other improvement methodology. It provides vertical and horizontal alignment of strategic goals and clearly defines what every member of the organization is accountable for accomplishing.

Strategy Deployment Sessions utilizes consensus decision-making. Everyone has an opinion, opinions are shared, a decision is made that everyone is willing to commit to and support.

A Strategic Deployment Session is not training, but rather a serious management meeting which is highly productive, meaningful, motivating.

Strategic Deployment Sessions are usually 2.5 to 3 days in length. Ideally they are held off site. Early morning starts and late night finishes are common.

Strategic Deployment Sessions

AREAS OF STRATEGIC FOCUS

These are five to seven areas that have an impact on the survival and growth of the organization. They are the areas that senior management absolutely, positively has to focus on in order to accomplish the organization's strategic initiative. Examples of Areas of Strategic Focus may include Financial Stability, Patient Satisfaction, and Recruitment and Retention.

METRICS

Metrics define how the organization will measure success. They answer the question "How will we know how the organization is doing in relation to the Areas of Strategic Focus and the specific objectives established by the senior

leadership team?" Accurately defining metrics is an essential step in conducting strategy deployment.

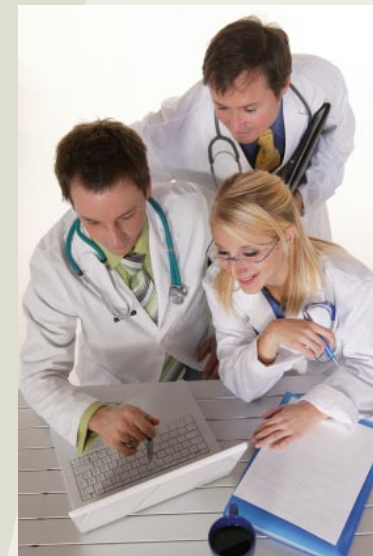
GOALS

Goals are specific objectives assigned to individual team members. Team members can have goals associated with some or all of the hospital's Areas of Strategic Focus. The SMART acronym is used when establishing goals. SMART stands for Specific, Measurable, Attainable, Relevant and Time Bound.

SDS PROCESS

The SDS process begins with the President/CEO and his/her direct reports. The President/CEO is the session leader and his/her direct reports are the members. Areas of Strategic Focus and related goals and metrics are developed for each team member. Subsequently, each team member becomes the leader of the next session with his/her direct reports. At this next level of deployment their individual Areas of Strategic Focus, Metrics and Goals become their "Team's" Areas of Strategic Focus, Metrics and Goals and Areas of Strategic Focus, Metrics and Goals are developed for each team

Member and continues as far down into the organization as is necessary.



Lean Hospitals, LLC
10 Crest Road
Granby, CT 06035
(866) 831- 5165