

The Four Disciplines of Execution

Change requires action and action requires a plan. Here is our 4 Disciplines of execution or 4DX strategy that myself and the others here in this room plan to implement in the upcoming school year.

The 4 Disciplines of Execution or 4DX is structured around this basic formula. From X to Y by When. We want to see changes in our organization, but first need to reel in how we are going to successfully go about doing this.

The Whirlwind

First we will combat the whirlwind. This is THE daily struggle. The not enough hours in a day. The never-ending to do list. The running off of caffeine and adrenaline. The whirlwind is the immense amount of daily tasks that each and every one of us experience.

Now, you may be thinking, "I'm not a teacher, this isn't for me." Wrong! If you're here this, it's for you.

So, let's continue and see how using the 4DX model will allow us to take ownership and overcome these daily struggles.

Focus on the WIG

Our first discipline will be to focus on the one wildly important goal or WIG. This will allow our team to refrain from getting caught up in the whirlwind.

It is important to note that our WIG could and probably will change depending on what our team discusses and decides on what needs to be focused on at a specific point in time.

I have come up with a suggested WIG. That being kindergarten classrooms will implement Blended Learning station rotations at least 3 days a week by the end of the fall semester.

After this presentation we can discuss how we can improve that WIG and make it better with each of your input.

Act on Lead Measures

Our second discipline is to act on lead measures. Before we continue, let's remember our Lag measure is the number of stations per week. How we get there will be to focus on the lead measures. I have constructed two lead measures.

One: Integrating blended learning stations into our lessons plan for both reading and math and

Two: You will get with your mentor and let them know one station that you implemented in your classroom for that week.

Keep a compelling scoreboard

Our next discipline is to keep a compelling scoreboard.

As a team, we will create an easily accessible scoreboard that will keep track of our progress. This scoreboard will be placed somewhere that everyone will be able to see. It will be updated weekly (or another designated and reasonable time the team has agreed upon). This will also be our visual motivation to reach our goal.

I have suggested we place this scoreboard in the kindergarten hallway because it is easily accessible to us and everyone will see our progress since this is the location we use for Pick-Ups in the afternoon.

Once we have more people added to our team, we will need to reconsider the location so it is accessible to everyone.

I found this example of a scoreboard that our team could use. I thought it might be good to have a monthly view, but as a team member you will need to bring your ideas on how we can make this better for us. This is only a template to manipulate to make it our own, so begin brainstorming how we can personalize this.

	M	T	W	T	F
Week 1	2	1	-	3	1
Week 2	-	1	2	-	3
Week 3	-	-	1	-	1
Week 4	1	1	1	2	

Create a Cadence of Accountability

Although all of the pieces of the 4DX model are important, I personally think creating a cadence of accountability will be the most important for our team. We will hold a WIG session weekly during our conference. In this WIG session we will only discuss our WIG and the progress or lack of progress we have made. The other details (the whirlwind) will be prohibited and can be discussed another time. This session should last roughly 20 minutes. We will also discuss our new commitments we plan to achieve in the coming week.

The next few slides will discuss the 5 stages of change our team will implement.

Getting Clear

First will be to keep our goals, measurements and strategies clear. This will help our team be successful and not let the whirlwind takeover. Here is what our team will keep in the forefront

- Focusing on the WIG
- Remembering our lead measures will lead us to our WIG
- Keeping our scoreboard updated and
- Holding our weekly accountability sessions.

Launch

We have created our plan and it is now time to implement all of the strategies that we, as a team, have constructed. It is important to remember that throughout this process failing forward and having a growth mindset will allow us to become even more successful. Keeping an open and close relationship with your mentor is also important. We will also be identifying who our resistors are at this point.

Adoption

Since our team has created this process, we must now adopt it into our everyday lives. If we focus on the process it will in turn create the results we are looking for. We will keep each other accountable for the decisions we have already made together. We are going to hold our weekly WIG session and discuss any adjustments our team thinks we need to make to better achieve our goal. We will use our scoreboard and keep it

updated weekly. When controversy arises, because it will, we will use our crucial conversation tools to help us overcome it and become better.

Optimization

Our team is now looking past the struggle, and focusing on the good that is sure to come. Our decisions are purposeful and because of that...change and success can occur. Moving forward, it will remain important to continue with a growth mindset to see where learning can happen to make our process successful.

Habits

Once our team has successfully completed our WIG using the 4DX model, celebration is a must, but so is setting our new WIG. We must continue using this strategy by creating our next wildly important goal. If our team doesn't have one, we aren't dreaming big enough. At this point, we have seen this process work, so now it is time to keep changing the world one learning and one WIG at a time.

John Rohn said,

"We all must suffer from one of two pains: The pain of discipline or the pain of regret."
If you're here, I already know which pain you have chosen.

Influencer Strategy Plus 4DX

The four disciplines of execution alone is a great strategy to use for our innovation plan and in personal aspects of one's life, but this model alone will not create the change or success our team is looking to have. 4DX and the Influencer Model will allow us to be more successful and truly defeat the whirlwind that inevitably awaits us all.

In order to help my team create significant learning environments with blended learning station rotations, we have researched multiple strategies to be successful. We have begun using the Influencer Model and will now incorporate our 4DX Plan to create the change we want to see in our organization. Not one strategy alone will create the change we want to see. This is why we will be using both strategies together along with a growth mindset plan and other tools we have researched and discussed.

References

<http://gabrielpecher.de/four-proven-steps-to-finally-follow-through-on-your-important-goals/>. (n.d.). *Four proven steps to finally follow through on your important goals* | gabriel pecher.

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Chris McChesney; Sean Covey; Jim Huling & Chris McChesney; Sean Covey; Jim Huling. (n.d.). *The 4 disciplines of execution* (5th ed.). Simon & Schuster.