

## The P3 Process: Plan, Prepare, Perform

### Plan

We start here because we believe in the definition of malpractice.

Malpractice is defined as prescription without diagnosis

Beginning with a comprehensive situation analysis insures that we are working on the most critical issues for the success of your business. We re not about flavor of the month consulting.

#### Step One:ONE-ON-ONE INTERVIEWS

We talk to a cross-section of your organization personally to get to the heart of the matter.

#### Step Two:FUNCTIONAL AREA INTERVIEWS

We talk to groups to understand workflow and process issues.

#### Step Three:QUESTIONNAIRE

We use questionnaires to allow people to have the time to reflect on the issues facing the organization.

#### Step Four:FUTURE TALK

In steps one through three we will identify those individuals with an eye to the future. These individuals will gather in the FutureTalk session to brainstorm the opportunities that the company will face 1-5 years in the future.

#### Step Five:LEADERSHIP RETREAT

A 2 to 4 day gathering of the senior leadership of the organization to map out the future. Using the information gathered in steps one through four, as well as proprietary methods developed by Collie & Associates, we will define the corporate vision and brand, identify the key areas of focus to bring the vision and brand into being, develop a strategic plan that assigns responsibility and timelines in each of the key areas and create a plan for gaining organization-wide commitment to the new corporate vision and brand.

### Prepare

A majority of change efforts fail because those who are the most important in implementing change are not prepared for it and therefore don't allow positive change to occur.

Step One: Preparing your people for change must be a continual commitment made by your business leaders.

Step Two: How you present your vision is critical to gaining buy-in.

Step Three: Don't just say go get em. How you track and manage change-implementation is critical to any change effort.

### Perform

This is where the rubber meets the road. Once the strategic plan is developed and the people have decided to support it, the next step is to create an implementation plan.

Step One: Map new systems needed

Step Two: Identify new skills needed

Step Three: Once we have the implementation plan in hand we ll work with you to design and put into effect the new systems while at the same time training your people in the skills they will need to effectively operate within those systems.

Step Four: Continue to plan and prepare for the changes that will better your business performance.

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