

The Alignment of PuMP and Evidence-Based Leadership

PUMP

E B L

Senior Leader Actions
(with Strategy Office)

PuMP Team Actions
(for rest of organisation)

STEP 1

Understanding Measurement's Purpose

DIRECTION

Articulate a results-oriented, understandable, ruthlessly prioritised strategy

Understand Evidence-Based Leadership

Use PuMP Diagnostic

STEP 2

Mapping Measurable Results

Use *Measurability Tests* to make strategic goals measurable

Use *Measurability Tests* to make team goals measurable

STEP 3

Designing Meaningful Measures

EVIDENCE

Set quantitative, aligned, improvement-focused strategic performance measures

Populate *Results Map* pink and green zones

Populate *Results Map* blue and orange zones

STEP 4

Building Buy-In to Measures

DECISION

Encourage ownership by role-modelling, building buy-in, creating line-of-sight.

Use *Measure Design* to create strategic performance measures

Use *Measure Design* to create team performance measures

Use *Measure Gallery* to communicate strategy and trigger cascading

Use *Measure Gallery* to build buy-in and collaboration for team measures

STEP 5

Implementing Measures

ACTION

Encourage doing the right things through cause analysis, practicality and collaboration.

Strategy Office uses *Measure Definition* to implement strategic measures

Use *Measure Definition* to implement team measures

STEP 6

Interpreting Signals from Measures

Strategy Office builds *XmR charts* for strategic measures

Build *XmR charts* for team measures

STEP 7

Reporting Performance Measures

Strategy Office builds *PuMP Dashboard* for strategic measures

Build a *PuMP Dashboard* for team measures

STEP 8

Reaching Performance Targets

EXECUTION

Execute strategy using leverage of continuous improvement of business processes.

Set *performance targets* for strategic measures

Set *performance targets* for team measures

Monitor strategy execution

Monitor team contribution to strategy execution