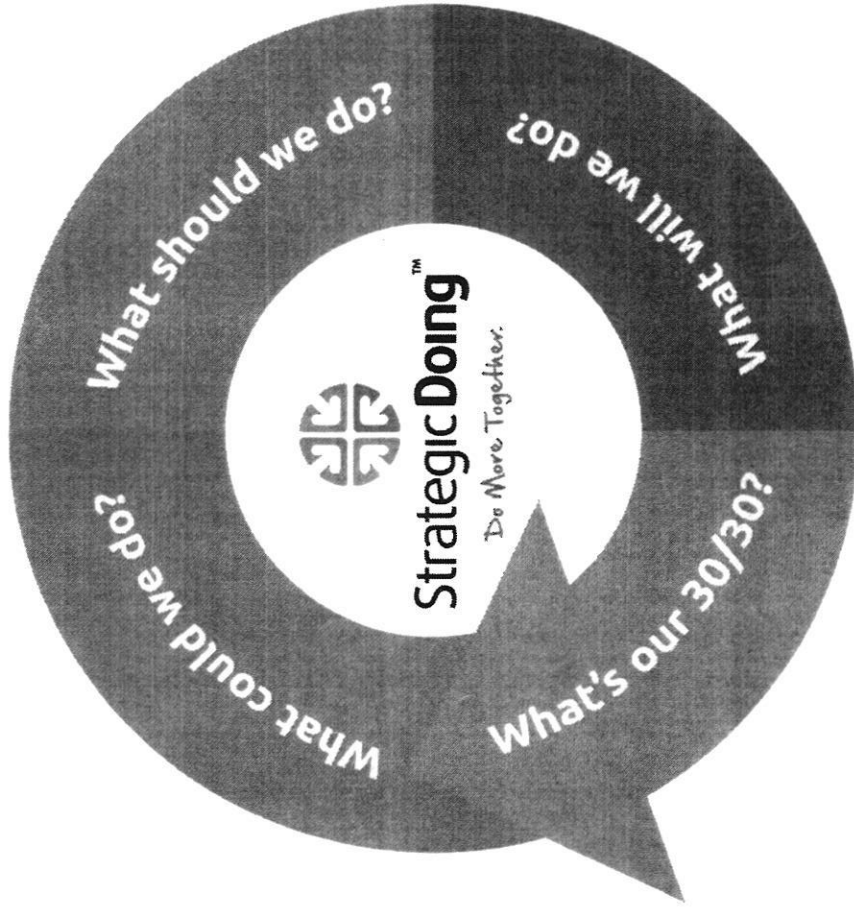


[CLICK HERE FOR INSTRUCTIONS ON USING THIS VIRTUAL VERSION OF THE ACTION PACK](#)

RULE 1: Create and maintain a safe space for deep, focused conversation.




Fitness Center
[1] WHAT COULD WE DO TOGETHER? 

TABLE GUIDE: Christy Preston

KNOWLEDGE KEEPER: Nicole Keating

RULE 2: Frame a conversation around an appreciative question.

FRAMING QUESTION
(open ended question) what would it look like? Fitness center what if we had a fitness center what would it look like?

RULE 3: Uncover hidden assets people are willing to share.



15 min.

What assets is each person willing to share? Focus your conversation not so much on what you do, but on resources you are willing to share with a new network (e.g., physical assets, skills and knowledge assets, social/network assets, capital assets.)

PERSON	ASSET(S)
Wendy Judy	On the board for the fitness center, some equipment available
Nicole	Worked in multiple gyms, fitness background
Wendy Judy	Does the Selden FB page, accounting background, admin MS
Christy	Some Public speaking
Christy	Network KS, (state resource for entr.) Small business
Jerry	Has possible location
Bill	Can take photos
Bill	Prone photos - for advertising
Nicole	Trainer, Classes, Youth training / orientation

~~Judy~~
Judy

Has network to move equipment
Grant writing skills Next, you'll connect these assets to create new opportunities

RULE 4: Link and leverage your assets to identify new strategic opportunities (Part 1).



15 min.

List the connections that spring up from the discussion. Ask questions like "What would that look like?" or "What if we...?"

OPPORTUNITIES

What could it look like?

Benefits?

How's it going to operate?

- Community classes, trainer teaching classes, need space
- have classes you can sign up for
- Fees
- Staffing
- Supervision + liability
- Building insurance on whole building, blanket policy.
- Operations + liability
- No hours, code for year, pro-rate
- Jan - Dec. pro rate quarterly
- ADA compliance
- Handicap acc.
- Parking

>> Use the next page to narrow your ideas to three opportunities

RULE 4: Link and leverage your assets to create new strategic opportunities (Part 2).

 10 min. Narrow your link-and-leverage ideas to your three (four if you must) top choices. How could you describe each opportunity in one or two phrases?

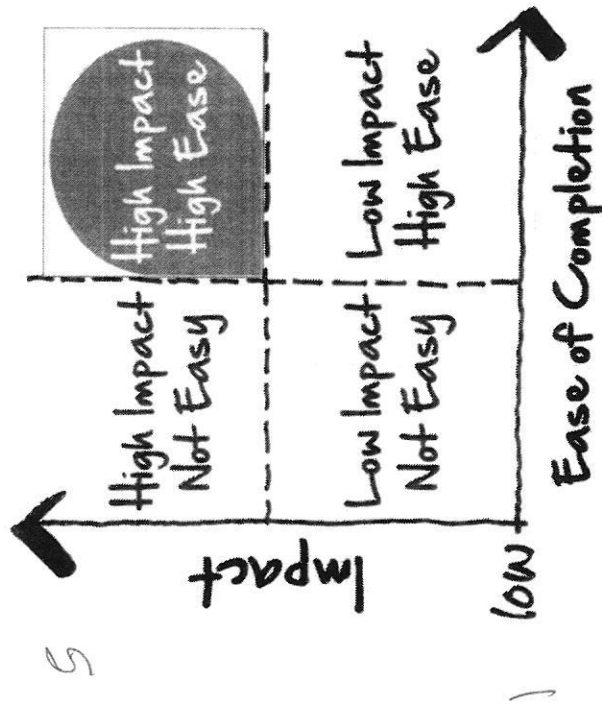
"BUMPER STICKER" TITLE (<20 WORDS)	DESCRIPTION
① Location	Option A Original Four current location Four possible Parks
② Liability	meet a Lawyer Umbrella policy Policy that covers trainers(?)
③ Org Structure Ops / Operations	Cameras First Aid / CPR / AED Janitorial Staff Sanitation Memberships supervision Security Punch code access

>> Use the next slide to find your "Big Easy"

RULE 5: Rate all your strategic opportunities to find your "Big Easy."



Your "Big Easy" is the opportunity that best combines impact with ease. Rank the ease and impact of the three opportunities from the previous page. First, each person evaluates the potential impact of each opportunity if it was completely successful with 5 being high and 1 being low. Add everyone's numbers. Next each person evaluates how easy or difficult each would be fully execute with 5 being easy and 1 being difficult. Add everyone's numbers then total impact and ease scores for each opportunity to find your "Big Easy."



IMPACT	EASE	TOTAL
20	5	35
19	10	29
18	8	26

>> Next, convert ythe "Big Easy" into an outcome

RULE 6: Convert your "Big Easy" into a strategic outcome by adding measurable characteristics.



20 min. What would people see, how would people feel, how would people's lives be different if we were completely successful?

SUMMARY OF STRATEGIC OPPORTUNITY	CHARACTERISTIC	SUCCESS METRIC (<3 PER CHARACTERISTIC)
Securing the location (research expansion)	research expansion	
	tour location	
	Ventilation (Heating/Air) lighting space electrical plumbing	

>> Use the next page to define guideposts and a pathway to reach your outcome

RULE 7: Define a Pathfinder Project with Guideposts.



Your Pathfinder Project moves you toward your outcome. Guideposts are key steps that are critical to your success; defining a small number of these will help you stay on your path.

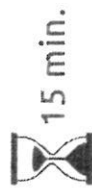
PATHFINDER PROJECT		GUIDEPOSTS	BY WHEN
<p><u>Location</u> identify location</p>	1.	Tour facilities	Saturday @ 10:30 am March 8th library
	2.		
	3.		
		(ENDPOINT)	

Checklist for a good Pathfinder Project:

- It will engage all the people around the table
- You don't need permission to carry it out
- It will be completed within approximately 3 to 6 months (90-180 days)
- It will serve as a vehicle to attract others and "create a buzz"
- It will help the participants test some key assumptions
- It will have a clear endpoint for a "go/no go" decision

>> Use the next page to develop an Action Plan

RULE 8: Draft a short term Action Plan with everyone taking a small step.



An Action Plan includes what each of you will do in the next 30 days. The more clearly you understand where you want to go, the more clearly you can see your next steps.

WHO	WHAT WILL BE DONE	DELIVERABLE	BY WHEN
Nicole/Judy	update, what's working liability / insurance / waivers		march 31st @ 6:30 pm end of March
Christy	Survey about people want fitness centers Call around to other community		march 31st @ 6:30 pm

>> As a last step, agree on how to hold your next conversation

RULE 9: Set a 30/30 meeting to review progress and make adjustments.



Maintaining alignment is a dynamic process requiring continuous, but not constant, attention and communication. What has been done in the last 30 days? What needs to happen in the next 30?

FOLLOW-UP MEETING & COMMUNICATION		How we'll share information:
DATE	March 31 st 6:30 pm	
TIME	6:30 pm	
PLACE	Community Center	

When you meet again for your 30/30 use these questions to guide your conversation.

1. What have we each learned (new information, insights, etc.) over the last 30 days while performing our action items?
2. Did anything that was to have been done over the last 30 days NOT get done? If not, does it STILL need to be done? If "yes," how will it get done?
3. Does our proposed course forward still make sense? Any course corrections need to be made in light of what we've learned over the last 30 days? Do our dates (guideposts, etc.) need adjusting?
4. Now...what will each of us do over the NEXT 30 days – who will do what, by when, and what is the deliverable?
5. When, where, and how will we get together the next time (in about 30 days)?

>> Use the next page to summarize your Strategic Doing plan

RULE 10: Nudge, connect and promote relentlessly to build your new habits of collaboration.



Having your strategy on one page can help you see the big picture and communicate it with others. Summarize your strategy here so that everyone has talking points.

OUTCOME Where are we going?	
SUCCESS METRICS How will we know when we've arrived?	1
	2
	3
PATHFINDER PROJECT How will we get started?	
GUIDEPOSTS How will we know we're not lost?	1
	2
	3
ACTION PLAN What will we start doing by next week?	1
	2
	3

ACTION PLAN What will we each start doing in the next 30 days?	

Connect with your new network.

Pass around this sheet from the Master Strategic Doing Pack so everyone can list their name and email. Then give it to the Table Guide or Knowledgekeeper who will attach it to the Master Strategic Doing Pack.

Person	Organization	Email
Nicole Keating	Fitness Center	nicolekeating2013@gmail.com
Bill Keating	FITNESS CENTER	
Judy Rogers	Fitness Center	sjrogers@ruraltel.net
Jerry Kano	Fitness Center	
Christy Preston	Fitness Center	cpreston@networkkansas.com