

ACTION ITEM

1. SIX RIGHTS ALIGNMENT PLAN



PURPOSE

Work with your team to ensure your core systems are aligned to execute your strategy using the Six Rights Map.

TIME

60–90 minutes

INSTRUCTIONS

1. Explain the purpose of aligning core work systems: It makes it easier to achieve the results you want.
2. Share your draft Six Rights Map with your team.
 - Explain your thinking.
 - Ask for feedback and clarifying questions.
3. Engage the team to get their input and ideas using the Six Rights Map.
4. Finalize the Six Rights Map with your team.



Watch the video *Align the Six Rights* with your team.

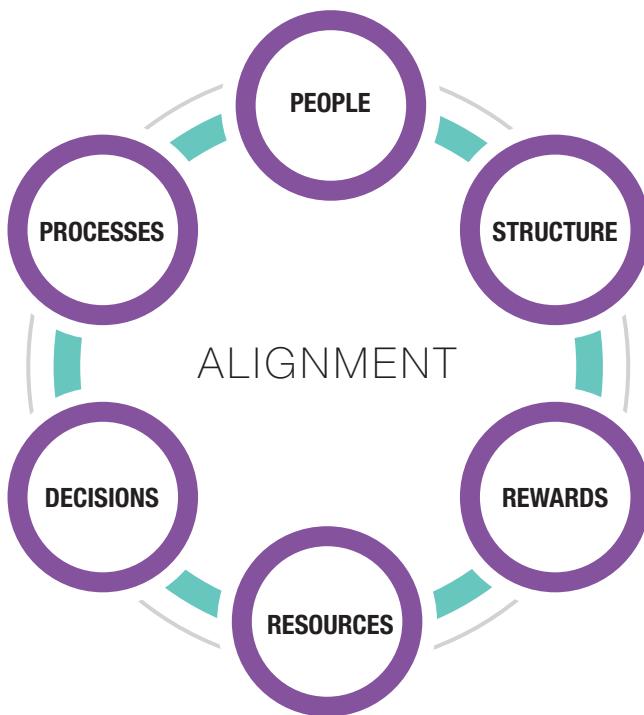
- How does alignment make it easier to achieve results?

Watch the video *The Dabbawalas* with your team.

- How can we make our core work processes better?

**SUGGESTED COLLABORATION METHOD:
ANONYMOUS-GROUP METHOD OR STORMBOARD**

The Six Rights



TIPS:

Consider revisiting the Six Rights Map as a team when:

- Introducing an organizational change.
- Assigning a new initiative.
- Setting a new goal.
- Holding quarterly or annual planning sessions.

SIX RIGHTS MAP

Review the Six Rights. Identify what's working and what changes need to be made.

RIGHT PEOPLE

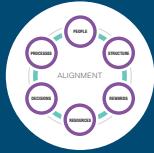
Do we have the right people, with the right skills, doing the right work? What are the gaps in our skills or capabilities? Who might be better in a different role?

RIGHT STRUCTURE

Do we have the right roles and responsibilities in place for the right people to work together? Where are the misalignments?

RIGHT REWARDS

Are people compensated, recognized, and rewarded in the right way to help our team achieve its strategy? What would meaningful rewards and recognition look like for our team?



RIGHT RESOURCES

Do we have the right tools, budget, technology, time, and other necessary resources to succeed? What resources are we missing? What do we need to effectively do our jobs?

RIGHT DECISIONS

Are the right decisions being made by the people closest to the work? Who can be empowered to make decisions? What decisions could be streamlined?

RIGHT PROCESSES

Are the core work processes aligned to support the strategy in the right way? Do they make it easier to get the most important work done? What aspects of our processes are out of alignment with our strategy? How can we make the core work easier to do?