

THE 4 DISCIPLINES OF EXECUTION®

DISCIPLINE 1

2

FOCUS ON THE WILDLY IMPORTANT

Discipline 1 is the discipline of focus. It's about putting your finest efforts on the one or two goals that will make all the difference.

NUMBER OF GOALS	2-3	4-10	11-20
GOALS ACHIEVED WITH EXCELLENCE	2-3	1-2	0

RULES FOR DISCIPLINE 1

- Choose a WIG that represents the most critical gap.
- The WIG should represent only one aspect of our team's work.
- Only one WIG per person at the same time.
- Create a clear starting line, finish line, and deadline ("From X to Y by When").

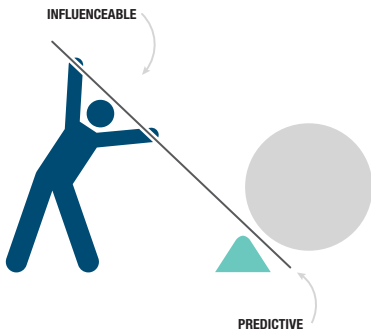
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DISCIPLINE 2

3

ACT ON THE LEAD MEASURES

Discipline 2 is the discipline of leverage. It's about applying disproportionate energy to the behaviors and activities that lead to, or predict, achieving your WIG.



LEAD MEASURES = LEVERAGE

LEAD-MEASURE CHECK

1. Is it predictive of WIG success?
2. Can it be influenced by the team?
3. Is it a chronically inconsistent behavior or activity?

LAG MEASURES	LEAD MEASURES
<ul style="list-style-type: none">• Come after the fact.• Tell us if we have achieved the goal.	<ul style="list-style-type: none">• Are predictive.• Are influenceable.• Can be difficult to measure.

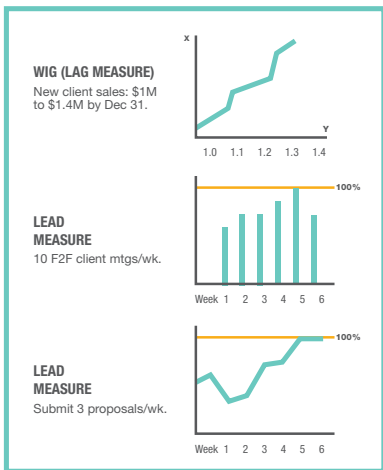
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DISCIPLINE 3

4

KEEP A COMPELLING SCOREBOARD

Discipline 3 is the discipline of measurement. A scoreboard ensures that everyone knows whether or not they are winning. Compelling scoreboards track both the WIG (lag) and lead measures.



COMPELLING SCOREBOARDS

- Are simple.
- Are highly visible to the players.
- Have the right lead and lag measures.
- Tell us immediately if we are winning or losing.

Create a **players'** scoreboard,
not a coach's scoreboard.

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DISCIPLINE 4

5

CREATE A CADENCE OF ACCOUNTABILITY

Discipline 4 is the discipline of accountability. It requires a weekly recurring cycle of accounting for past performance and planning to move the score forward.



WIG SESSION GUIDELINES

FOR TEAM MEMBERS

- Report on last week's commitments.
- Review and update the scoreboard.
- Make commitments for next week.

FOR LEADERS

- Review the scoreboard.
- Clear the path.
- Recognize performance.