

# Vital Connection Framework

( Connecting business results with people )

1

## Identify Organization Vital Connection

(Connecting member(s) desire for a better life in exchange for the support of the company's goal)

1. Identify your Core Group

2. Consider Core Groups goals and everyday employee actions it drives

3. Profile key people & mgmt practices

4. Match workforce realities with core group goals

5. Choose level of workforce change

6. Develop workforce behavior priorities

2

## Creating Organizational Energy

(Sharing Information – People Organize around information)

7. Create "teachable" point of view

8. Connect "teachable" point of view to front-line manager(s)

9. Tie "teachable" point of view to people management practices.

3

## Design Conditions (to work people can "do now")

10. Create Pathways to work people can do now

4

## Build Vital Connection to Members (Generate "doing" more capacity)

11. Identify Member(s)

12. Attract Member(s)

13. Recruit & Select Member(s)

14. Hire & Promote Member(s)

5

## Create members place in your system

15. Participation Converts Out-siders to Members

6

## Bringing Power To Each Member (Getting Results Now)

16. Connecting action to fulfilling next steps

17. Compelling Feedback

18. Develop future capacity

19. Membership in a Core Group

7

## Keeping Vital Connection Alive

20. Simple on-going audit of essentials

21. Responses to feedback