

Vital Connection Framework - How it Works

(Connecting your members' desire to thrive to your organizations growth)

1 Organize Vital Connections

Start here!

1. Identify current Core Group(s)

VITAL

2. Understand key dynamics that limit/grow Vital Connections

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

4. Profile current people mgmt practices

5. Match workforce realities with Core Group goals

6. Develop workforce behavior priorities

2 Create Organizational Energy (Sharing Information – People organize themselves around information)

7. Create "teachable" point of view

8. Help managers see their new identity in "teachable" point of view

9. Sync "teachable" point of view with people mgmt practices.

3 Design Conditions (Work people can "do now")

10. Create small win 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. Enroll & Select Member(s)

14. Hire & Promote Member(s)

5 Create Members Identity In Organization

15. Participation Converts Out-siders to Members

6 Bring Power To Each Member (Getting Results Now)

16. Connect action to fulfilling small win steps

17. Compelling Feedback

18. Develop future capacity to bring power to each member

Members and organization grows!

19. Membership in A Core Group

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7 Keeping Vital Connection Alive

20. Simple on-going audit of essentials

21. Respond to feedback