Fast execution

Definition

Shows operational strength by setting challenging goals and focusing on delivering results at speed. Adjusts actions flexibly if needed and remains accountable for achieving final outcomes, also overcoming obstacles, resistance and/or setbacks during execution.

#Speed #Delivery #Results

Mindset

WE NEED LESS OF THIS	WE NEED MORE OF THIS
"My goals are in line with my day-to-day work, with no clear plans for implementation."	"I set ambitious goals for me and my team. The goals are supported with clear plans for implementation and ways to overcome barriers."
"I do not adjust my goals when met with conflicts to my plans, I can continue moving forward knowing everything will work out for the best."	"I am able to work fast on tasks and prioritize speed over perfection when required to reach my goals and targets."
"When obstacles or setbacks arise, I never seek guidance from others, but try to solve the problem on my own. I know better."	"I overcome obstacles or setbacks by engaging with others to seek feedback on solutions to achieve the goal, while making progress and moving forward at fast pace."

Fast execution

Behavior anchors

1. Emerging

- Conveys the idea that execution is a shared and common team effort.

- Sets ambitious goals supported with clear prioritization and a roadmap for implementation.

- Focuses on the execution of tasks, prioritising speed over perfection when required.

- Communicates and seeks alignment on goals with all stakeholders to ensure smooth an fast execution.

- Seeks effective solutions in response to conflicts to plans in order to achieve results.

2. Evolving

- Prioritizes work based on the importance to overall strategy and/or goals.

- Aligns goals and activities with others, monitors the progress and reminds others of their responsibility to deliver outputs as agreed.

- Leads others to consciously focus on working fast and understanding when it is appropriate to choose speed over perfection.

- Responds to obstacles, constraints or risks by adjusting implementation strategies to ensure execution.

- Assumes responsibility for the execution of tasks and puts themselves in charge.

3. Influencing

- Drives for results with determination to meet or exceed achieving goals and objectives.

- Provides clear direction and inspires confidence in the achievability of goals

- Motivates others to execute at speed by providing information and resources, eliminating barriers, and offering real-time feedback and guidance to individuals and teams.

- Focuses on achieving results through collaboration and creative problem solving.

- Identifies potential obstacles in advance and sets mitigation strategies, demonstrating resilience and persistence in response to setbacks.

4. Transforming

- Sets challenging goals aligned with the company's strategy and the milestones required to implement business initiatives, while providing a clear focus and direction.

- Champions agile ways of working in order to increase speed and delivery, while maintaining effectiveness.

- Proactively scans for and identifies possible obstacles in advance, setting mitigation strategies in place and persisting in the pursuit of goals and objectives.

- Strategically adjusts implementation strategies in response to conflicts and keeps others informed and aligned towards common goals.

- Demonstrates high resilience and persistence by maintaining energy and commitment in response to setbacks.

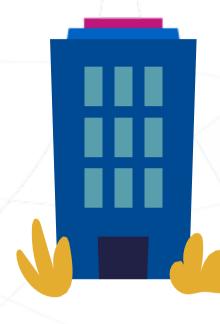# Fast execution

How it helps

Me

By creating challenging goals for myself and my team and executing at speed, I am setting the example for my team so we can all rapidly move forward and meet our goals.

My Team

By inviting my team to be part of goal setting and encouraging them to execute at speed, we are significantly contributing to the success of the team and the broader organization.

Konica Minolta

By cascading the organization's goals into my teams and delivering results at speed, we remain agile and competitive in the market.