

Getting Unstruck – What could happen next?

An Exploration Dialogue

You



Me



What happens next?

I am so busy right now that I don't know if I can fit in anything more 'doing'.

It depends.

What happens next becomes clearer when we share a picture of what it takes to get you 'unstuck'.

My experience is that talented people are at the root of all successful 'getting unstuck' work.

You need to set the tone and the direction of the 'getting unstuck' work. It will be different from what you have been doing – the things which got you 'stuck'.

But you need to find the 'right talent': the people to execute what it will take to get you 'unstuck'.

So how do I find these people, given that I am oh so busy already?

You may already have this talent in your organization. You need to refocus them on what it takes to get you 'unstuck'.

We may need to find you this new talent – new people – to do this 'getting unstuck' work.

I can help you with this, no matter what shape that talent takes – consultant, contractor, or existing staff member.

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So, all of this was this a fancy way of pitching you as a recruiter?

No, finding them is just the first step. We work out a win-win arrangement. I take into account what you can afford, and what your return on getting unstuck is likely to be.

Things can end there. But often they do not. Instead, I can stay involved, ensuring that the 'getting unstuck' work gets well done.

What is it that makes you any good at this?

During my career as a leader, I several times found and managed the great people who built innovative things and solved 'messy problems". So, if you keep me involved, here is what happens.

What exactly do you do?

As I said, I roll up my sleeves and do the 'find the people' work, whether consultant, contractor, or staff member.

Through our dialogue, I have come to understand what is keeping you 'stuck' and how to get around it. So, I do the preliminary vetting and make sure that these people have what it takes to get 'you unstuck'.

I dialogue with them to put together a performance contract which clarifies:

1. what he, she or they will do,
2. by when she, he or they will do it,
3. what the results look like,
4. how progress will be measured,
5. how he, she or they will get compensated,
6. what happens if she, he or they do not deliver.

I facilitate your dialogue with them that leads you to decide 'go or no go' on this performance contract

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Do you do anything after than?

I can stay involved in monitoring the work, and keeping you informed about it, based on the performance contract. It is up to you.

If things go off track, I get them back on track.

If the work plan needs to change, I ensure that it does for solid reasons, and communicate this to you in a way that ensures that you have input.

If events lead to a need to change the objectives towards which everyone is working, I take steps to exercise the parts of the performance contract which allow for this, once you approve.

Essentially, I oversee the ‘getting you past stuck’ work for you.

I become your getting ‘unstuck FIXER.’.