THE 5 P SYSTEM OF PROFESSIONAL MANAGEMENT

A Continuous, Repetitive Cycle

Planning
Steps 1-10

1. Personal Vision
2. Organizational Vision, Mission and Values
3. Analysis of External Environment
4. Strength, Weaknesses Opportunities and Threats
5. Revisit Organizational Vision in View of Steps 3 and 4
6. Identity Key Issues
7. Establish Quantitative Expectations for Each Issue
8. Create Action Plans, Due Dates and Assign Responsibility
9. Allocate Resources to Accomplish Action Plans From Step 8
10. Establish and Adhere to Regular Review Process

People
Steps 11-17

11. Determine Structure Needed to Implement Plan
12. Identify Skills Sets Needed in Each Position (Including Board Members)
13. Create/Update Job Description For Each Position
14. Access Current Employment to Determine who Fits
15. Establish Budget for Training and Development
16. Create Individual Development Plans For Each Employee
17. Determine New Employees Needed and Recruit

Processes
Step 18

18. Evaluate/Revise Processes
19. Establish Individuals Metrics For Each Employee
20. Conduct Regular Performance Appraisals
21. Conduct Employee Survey
22. Create Tracking Reports to maintain Control

Performetrics
Steps 19-23

23. Monitor Board Performance

Passion
Accelerates the speed from step to step

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