Create a solid development platform

A checklist

Use S*trategy Execution Heroes* (page 173) to assess impact and feasibility.

Estimate the impact of each tip and score low as a 1, medium as a 2 and high impact as a 3.
Estimate the feasibility of each tip and score low as a 1, medium as a 2 and high feasibility as a 3.

	Impact	x	Feasibility	=	Priority
Link development and strategy.					
Think ahead.					
Let go of your old skills.					
Keep the right flight level.					
Discuss content AND process.					
Involve development executives in the strategic planning process.					
Create excitement.					
Make the CEO a member of the Learning Advisory Board.					
Review and update overall development goals and processes.					
Develop an impact map.					
Use zero-based budgeting.					
Use your leadership and competence dictionary correctly.					
Ensure integration with other HR processes.					
Keep up-to-date.					
Adapt your approach to the needs of your target group.					
Involve your stakeholders while developing the programme.					
Take the learners' points-of-view: provide relevance and context.					
Limit classroom time.					
Facilitate informal learning.					
The learning ladder					
Manage your content on a global scale.					
Start early.					
Don't start to train skills before the process is understood.					
Always test.					

Motivate individuals to take responsibility for their own development.			
Inform their managers.			
Involve managers in the programme delivery.			
Watch out for scope creep.			
Debrief regularly.			
Quality versus quantity.			
Each individual should have development objectives.			
Provide a framework for development objectives.			
No skills development, no career move.			
Choose the right objectives for the L&D department.			
Be careful with ROI.			
Avoid analysis paralysis.			
Don't go overboard on the IT side.			

Multiply estimated impact and feasibility to assess priority.

Interpretation of your score:

Items with a priority of **9** should be **top** of your list to focus on.
Items with a priority of **6** are your **second** priority.
Items with a priority of **4** can be **looked at** but probably aren't a priority.
Items with a priority of **1 or 2** should **not** be **pursued.**