

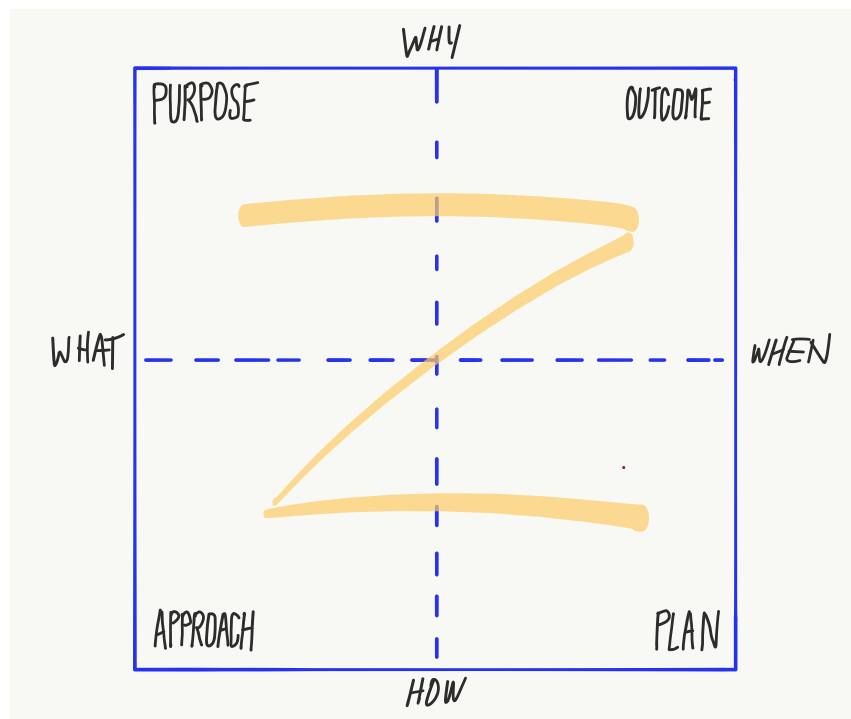
Plans need to be meaningful.

# The way we think about planning.

We invented the Huddle Thinking Framework because people think and speak about the same things in different ways — some people are action focused, while others are big picture thinkers. When they talk it sometimes seems we are talking about completely different things.

To be aligned and gain traction we need to have shared outcomes and approaches that support our plans of action.

The Huddle Thinking Framework



## Aligning on our approach

We know our approach is the conceptual idea about how we are going to achieve our outcomes and objectives. It is not a plan, and it certainly does not look like a gantt chart.

Our approach captures the way in which we will think about, organise ourselves, integrate, analyse, research, design our way to the outcomes. All of these things are actions and they need to be organised in a conceptual way.

When our approach is aligned through the Z to outcome and plans, then we can be sure we are heading in the right direction and have the plans, (and means) to get there.

## Gaining meaningful traction

This connection between the role you play and the strategy is a critical one for creating an environment of meaningful work. If a person in your organisation can see

- the connection between the work they are doing,
- and how it is part of an overarching approach,
- in order to achieve certain outcomes,
- in line with the purpose,

we have created the connection between work and meaning.

If there is alignment between the individual's purpose and the company purpose then we are starting to get the right conditions for extraordinary motivation, loyalty and passion. We also see people delight in their work.