

CHAPTER 3

What now? - Resources - From Firefighting to Proven Frameworks

What	Install Daily Huddles Across All Teams Within 7 Days
Why	This creates the first layer of predictable rhythm and stops micro-fires from becoming organisational fires.
Background	<p>The chapter states that Daily Huddles are “the base of the pyramid and the most important habit for maintaining momentum” and must be 10–15 minutes focused strictly on yesterday/today/blockers.</p> <p>This step forces immediate transparency and eliminates hidden fires.</p>
How	<p>Every team schedules a fixed-time daily huddle.</p> <p>Standard agenda: completed yesterday, focus today, blockers.</p> <p>No problem-solving allowed; blockers are escalated to Weekly Reviews.</p> <p>Any blocker raised more than three times triggers a Systemic Coaching session (per the chapter’s Operational Excellence guidance).</p>

What	Enforce Weekly Reviews With KPI Discipline and Problem Solving
Why	This creates a weekly cadence that aligns execution with strategy.
Background	<p>Weekly Reviews are described as the “bridge between execution and adaptation” and must be 60–90 minutes focused on KPIs, wins, and bottlenecks.</p> <p>This step forces teams to shift from reactive firefighting to structured problem resolution.</p>
How	<p>Every function holds a weekly review with a fixed agenda.</p> <p>Review leading indicators tied to quarterly goals.</p> <p>Solve operational bottlenecks raised in Daily Huddles.</p> <p>Adjust priorities based on real-time data, not intuition.</p>



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What	Launch Quarterly Planning With WIGs and Clear Ownership
Why	This ensures the organisation moves in one direction instead of many.
Background	<p>Quarterly Planning is where strategy becomes execution. The chapter states: “Define 3–5 key results for the next quarter (WIGs) and assign clear ownership.”</p> <p>This step forces strategic renewal and eliminates drift.</p>
How	<p>Conduct a quarterly retrospective: what worked, what failed.</p> <p>Define 3–5 Wildly Important Goals (WIGs).</p> <p>Assign one owner per WIG—no shared ownership.</p> <p>Align resources and priorities to these goals.</p>

What	Anchor the Organisation With Annual Visioning and Scenario Planning
Why	This creates the North Star that aligns all layers of rhythm.
Background	<p>Annual Visioning is the peak of the pyramid and sets the long-term direction. The chapter emphasizes using retreats for scenario planning and risk assessment.</p> <p>This step forces clarity and eliminates the “strategic drift” described early in the chapter.</p>
How	<p>Conduct an annual offsite to define Vision, Mission, and long-term goals.</p> <p>Build scenarios for market shifts, risks, and opportunities.</p> <p>Communicate the Vision across the organisation in a compelling way.</p> <p>Use the Vision as the filter for all quarterly and weekly decisions.</p>



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What	Make Rhythm Non-Negotiable Through Leadership Modeling and Governance
Why	This step transforms rhythm from a habit into a system.
Background	<p>The chapter states: “Leadership must lead by example. Consistent participation signals that the Execution Rhythm is an operational requirement, not an option.”</p> <p>This step ensures the rhythm survives beyond the founder and becomes institutional.</p>
How	<p>Require all leaders to attend and model the rhythm.</p> <p>Integrate rhythm compliance into performance reviews.</p> <p>Use the Operational Accountability Chart (introduced in later chapters) to assign rhythm ownership.</p> <p>Replace improvisation with documented processes whenever a recurring issue appears (per the mandate: “Prioritize structure over improvisation”).</p>

Closing Thought	This plan aggressively installs the Execution Rhythm Pyramid as the organisation’s operating system. It:
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