Sample game plan, Nathan Brady— time-shifting and re-placing / exploring and venturing

Upgrade my remote communications technology to improve personal communications with community and with family, and increase my ability to work remotely.

- <u>How achieve better performance?</u> This will allow me to more effectively respond and direct the various aspects of my life while traveling for work, while at home, or in commute from work to home. If I have better remote connectivity I can do research while outside of the office and also do low-valued-added work like email so that my time in the office can be much more effective and focused on research and team motivation rather than routine communication

- <u>Assistance / advice needed?</u>   I need to do research in order to find information on the most effective method to accomplish my goals within the somewhat restrictive parameters placed on me by work in terms of purchasing remote access tools and services.

- <u>Obstacles?</u> The biggest obstacle is to take the time and have the resolve to purchase a new laptop and pay for the personal remote access. It will likely take considerable research to get the right mix of technologies to accomplish my goals.

- <u>Is it really innovative?</u> This is innovative because I currently only respond to emails from non-work domains from my home personal email account. This is quite restrictive given that I have to be there in person to actually correspond. Also, because of the lack of wireless technology with my current work system, I miss opportunities in airports and in other places to get work done have not spent much time with my co-workers outside of work previously. This will be a new experience.

Sample scorecard, Nathan Brady

	Goals: Intended Impact	Results: Measuring Success	Action Steps
Work	• Improved efficiency at work due to better delegation, communication • Improved client relationships, deeper field research, higher quantity and quality of work • My successes in working remotely can benefit the other members of my team and department	• Assess whether work is done more efficiently by recording hours of overtime • Rate satisfaction of each of my clients weekly after implementing new technology • Ask regularly whether workflow is smoother between members of my team due to new technology	• Research and purchase new telecommuting equipment by January 8th, keeping in mind that it will likely take considerable research to get the right mix of technologies to accomplish my goals • Learn to influence my clients to believe that they are getting high priority service even when I am not in the office or spending as much face time with them • Learn to plan personal life with my calendar on the telecommuting device • Seek support from wife, co-workers, and church for consistently and effectively using new telecommuting device • Begin thinking of community service events I can get passionate about and how I can take a leadership role in supporting church events
Home	• More time at home, less at the office. Improved quality of time at home because of fewer distractions • Happier children and wife	• Recording hours of overtime to see if I am leaving more time for home and family • Track daily activities with wife and children to see if more energy and time can be dedicated to them, and see how they feel afterwards	
Community	• Dramatically improved response time and proactive communication • More joy in community service, less stress about poor response times	• Record improvement in response times and overall feelings of community service on a weekly basis • See whether improvement in community service activities has occurred by tracking hours spent doing community service	
Self	• Greater freedom and flexibility with other parts of my life • More fulfillment across all domains	• Measure the amount of downtime available each day • Make sure I have time daily to develop a new hobby tennis • Record number of unfinished "to dos" each day on my calendar	

Results of Nathan Brady's experiment

Nathan says that this experiment " has been invaluable for improving my effectiveness with my communicating more effectively in all domains, helping me achieve greater alignment." While before he was carrying a negative feeling about his responsibilities because he was unresponsive to people who needed his assistance, now, in spare minutes on the subway or at other times, he "can just reach into my pocket and check in on emails."

According to Nathan, "My response times have improved dramatically and I feel much more positively about the service I provide for others. I think I am still in early stages of seeing the benefits of this and look forward in my next step to purchasing new technology that will allow me to telecommute more effectively with better wireless tools."