

10 GUIDING PLANNING PRINCIPLES

A Philosophy Supporting Strategic Planning and Project Management

From extensive consulting experience with state agencies, Dan Glaze has developed the following ten guiding principles derived from observations of effective management teams that delivered the outcomes promised in their strategic plans. These principles were developed from observations of public sector management teams and their projects over the past 12 years. The effective organizations studied exhibited the following characteristics:

1. They focused on stakeholder solutions that leveraged the people, process and technology that were already in place and were working.
2. They partnered with organizations and agencies with similar goals that had already demonstrated success in their stakeholder environments.
3. They utilized the strengths of their management teams and made weaknesses irrelevant through partnering with consultants and in-house resources.
4. They accepted their organizational culture and the management style of the department's designated leaders and leveraged the power and creativity of the informal leadership structure.
5. They executed strategic plans that fostered the success of the greatest number of stakeholders towards the achievement of departmental goals and statutory requirements.
6. They employed an Agile project management approach that dynamically created rapid outcomes with a focus on environmental assessments, frequent deliverables, and the communication of incremental wins to the right audiences.
7. They created and executed programs that solved real problems, met real needs in order to leave a lasting legacy through services unique to government services.
8. They prioritized programs that have an "after burner" effect, that is, having usefulness and relevance beyond the initial budget period and political administration.
9. They picked strategies that produced publicly verifiable deliverables that stakeholders, the public, the Legislature, the Governor's office and federal funders could readily validate with little time or effort.
10. They applied insights from lessons learned from other states, agencies and departments that had successfully faced and addressed similar issues and problems.

About Dan Glaze & Associates



Dan Glaze has 20 years of experience serving both the private and public sector with the healthcare industry in CA. Dan's early career as a sales professional and healthcare technologist were spent supporting providers and payers in designing and deploying interoperable and secure enterprise networks across California. After becoming an independent consultant, Dan had the opportunity to work for a leading physician group in Northern California and to be the Health Information Exchange (HIE) Program Manager for the California Health and Human Services Agency (CHHS) as a contractor. Following this, he provided strategic planning for the health statistics and informatics department of the CA Department of Public Health. He also provided project management for a high visibility project for the CA Emergency Medical Systems Authority.

Dan Glaze and his associates are available to assist you with strategic planning, project management and healthcare IT implementation services. Contact him today for more information on how proven business disciplines can be applied to your organization to help it better serve your stakeholders and enable your management team to manage increasing complexity and accelerating rates of change in your industry.

Contact Dan Glaze & Associates

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