



# My Delta Roadmap: \_\_\_\_\_

Objective:

Enabling Goal:

Due:	Not To-Do List:	To-Do List:	Due:
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	

Current Status:

Background:





# My Delta Roadmap: Ex: Improve Engagement

**Objective: Improve Employee Engagement to 80% by April 1<sup>st</sup>**

**Enabling Goal: Empower my team to write their own proposals and job estimates**

Due:	Not To-Do List:	To-Do List:	Due:
11/1	Stop doing my team's proposals and estimates <input type="checkbox"/>	<input type="checkbox"/> Turn bid responsibility over to team members	11/1
10/31	Have incoming bids routed to team instead of me <input type="checkbox"/>	<input type="checkbox"/> Give each team member a practice bid to complete	10/15
10/8	Stop telling my team what to do; seek their input <input type="checkbox"/>	<input type="checkbox"/> Train my team how to use estimating software	10/15
10/4	Stop procrastinating about delegating bid responsibility <input checked="" type="checkbox"/>	<input type="checkbox"/> Document job estimating guidelines	10/23
10/18	Stop micromanaging every detail of my team's work <input type="checkbox"/>	<input type="checkbox"/> Read Mike's book "Activating Your Ambition"	11/30
	<input type="checkbox"/>	<input type="checkbox"/> Announce my empowerment plan to my team	10/7
	<input type="checkbox"/>	<input checked="" type="checkbox"/> Complete my delta roadmap	10/4

**Current Status:** I currently do all of the proposals and bids for my team.

**Background:** I have been a construction area manager for 2 years. I was a project manager before. Since becoming area manager, I've done all my team's proposals and estimates. This has caused them to feel uninvolved, unappreciated, and incompetent. They want to be empowered with the authority to write their own proposals. They want to develop and own the job estimates for the projects they have to manage.

I started this delta roadmap on October 4<sup>th</sup> at which time I created an average of 5 estimates per week for my team.





# My Delta Roadmap: Ex: Contact 15 People/Day

**Objective: Reach 100% of quota by April 1, 2012**

**Enabling Goal: Contact an average of 15 people per day**

Due:	Not To-Do List:	To-Do List:	Due:
10/12	Turn off Facebook from 8am – 5pm <input type="checkbox"/>	<input type="checkbox"/> Make 15 calls per day	11/1
11/1	Tell Dorothy I can no longer babysit her pet tarantula <input type="checkbox"/>	<input type="checkbox"/> Update prospect contact list	10/15
10/8	Quit taking 2 hr lunches to watch Manchester United <input type="checkbox"/>	<input type="checkbox"/> Update referral contact list	10/15
10/4	Stop procrastinating about pursuing my quota target <input checked="" type="checkbox"/>	<input type="checkbox"/> Update my call script	10/23
10/18	Free up 2 hrs/day by delegating my travel admin to CJ <input type="checkbox"/>	<input type="checkbox"/> Read Mike's book "Activating Your Ambition"	11/30
	<input type="checkbox"/>	<input type="checkbox"/> Get to bed by 10pm, wake up at 5:30am Mon - Fri	10/7
	<input type="checkbox"/>	<input checked="" type="checkbox"/> Complete my delta roadmap	10/4

**Current Status:** I currently contact 1-2 people on average per day Monday through Friday.

**Background:** I have been a financial advisor for 3 years and have not yet met my quota. My biggest obstacle is staying focused during the day on making my calls and follow-ups.

I am starting this delta roadmap on Oct 4, 2011 at which time I made on average 1-2 calls per day.

