

ENGAGEMENT PLANNING

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AVOID THIS	BY ASKING THIS	AND MAKING A PLAN	
Loss of Control	Have I left room for choice wherever possible?	Things people can choose about this change: 1. 2.	My very next step:
Loss of Pride	Have I given credit and gratitude to the people who got us to today?	People/Departments to publically honor: 1. 2.	
Loss of Narrative	Have I offered a story that is congruent with previous narratives?	Things we did right given the information we had: 1. 2.	
Loss of Time	Have I taken away responsibilities as I've added more?	Removed/Back-burnered projects: 1. 2.	
Loss of Competence	Have I outlined new skills needed and sourced support?	Most likely underdeveloped skills: 1. 2.	
Loss of Familiarity	Have I shared a timeline for what's changing and highlighted what will stay the same?	Familiar things people can count on: 1. 2.	