

ROCKS

From Setting Them to Getting Them Done



1. ROCK REALITY CHECK

What % of our Leadership Team Rocks were **DONE** last quarter?

_____ %

What is the #1 reason our Rocks don't get done?



2. THE 7 ROCK KILLERS

Which shows up most often on your Leadership Team? Check your top 2.

- ☐ Too Many Priorities
- ☐ Unclear Finish Line
- ☐ No Milestones
- ☐ The Whirlwind Wins
- ☐ False "On Track"
- ☐ Issues Aren't IDS'd Early Enough
- ☐ Lack of True Ownership

The one we most need to improve:



3. IS IT REALLY A ROCK?

THE ROCK TEST

Is this one of the most important things that must be **DONE** in the next 90 days?

Think of one current Rock you should challenge:

Current Rock:

Question I need to ask:



4. DEFINE DONE

ROCK: _____



IS DONE WHEN...



5. MILESTONE IT

DAY 30

What must be true?

DAY 60

What must be true?

DAY 90

What must be true?

DONE

How will the Leadership Team know?

6. ON TRACK OR “WORKING ON IT”?

Think about one current Rock.

What evidence tells me it’s actually On Track?

If not, what Issue needs to be IDS’d?

7. THE OFF-QUARTER ROCK

A significant new priority has emerged between Quarterlies. Before deciding what to do with it:

Is it truly an important 30-90 day priority?

☐ Yes ☐ No

Who owns it?

Where will it be tracked?

What does DONE look like?

What milestones are needed?

8. HOW DO OUR ROCKS CONNECT?

Where do we currently have a Rock alignment issue?

9. COMPLETE IT → SHARE IT

Think of a Rock that will be completed this quarter.

When complete, does the Leadership Team need to:

- ☐ SEE it?
- ☐ UNDERSTAND it?
- ☐ DECIDE something about it?

Where should the final product be shared?

- ☐ Level 10
- ☐ Separate Meeting
- ☐ Quarterly
- ☐ No presentation necessary

10. MY INTEGRATOR SELF-ASSESSMENT

Which discipline does my Leadership Team need most from me?

☐ Protect the Priority ☐ Protect the Finish Line ☐ Protect the Truth ☐ Protect the Weekly Pulse

11. MY ROCK CONVERSATION: WHICH ROCK NEEDS A CONVERSATION?

WHO?

WHICH ROCK?

WHAT QUESTION DO I
NEED TO ASK?

WHEN WILL I HAVE THE
CONVERSATION?
