



X-Chart Tool for Strategy Deployment

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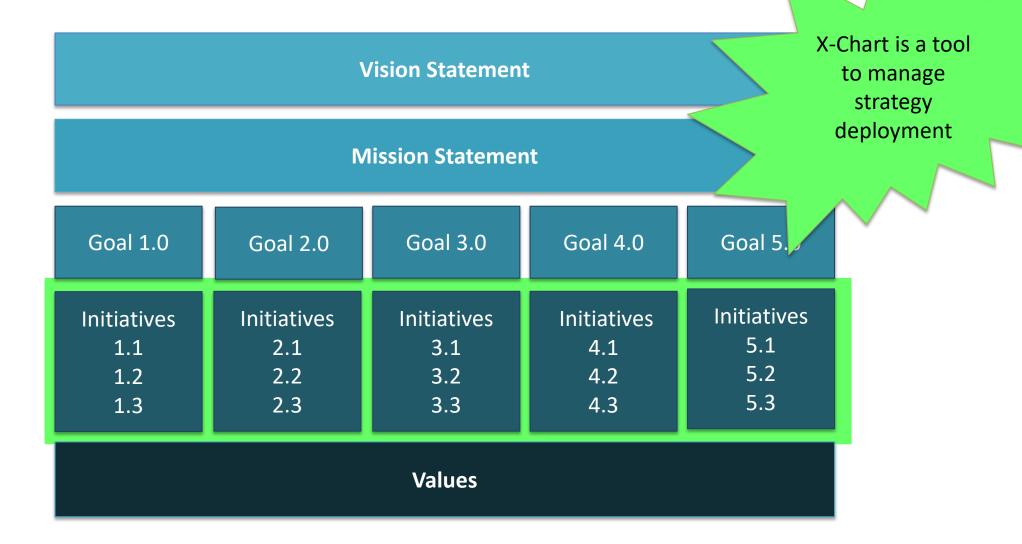
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May 02, 2023





Strategy Deployment Overview





Why the X-Chart?

Every company has opportunities to improve processes, but not every company takes a well-thought and measured approach to process improvement. The X-Chart provides that structured approach.

Addresses top 3 pitfalls to executing improvement initiatives:

- Lack of upper-level management support
- Failure to link project objectives with corporate/business goals
- Lack of ownership, visibility, and priority for improvement initiatives



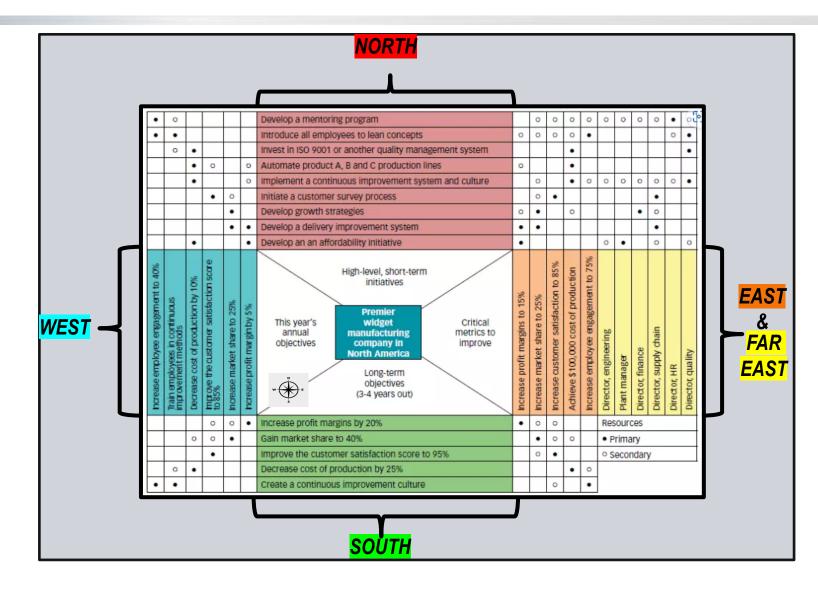
A change management and continuous improvement tool that aligns—both vertically and horizontally —an organization's functions and activities with its strategic objectives. Delivers a high-level plan with precise goals, actions, timelines, responsibilities, and measures.

- Translates strategy into:
 - Objectives
 - > Tactical Improvement Initiatives
 - > Targets to Improve
 - Ownership
- One-page document that can be used to cascade goals to the organization, customers, and stakeholders
- Enables all employees to work to achieve common objectives

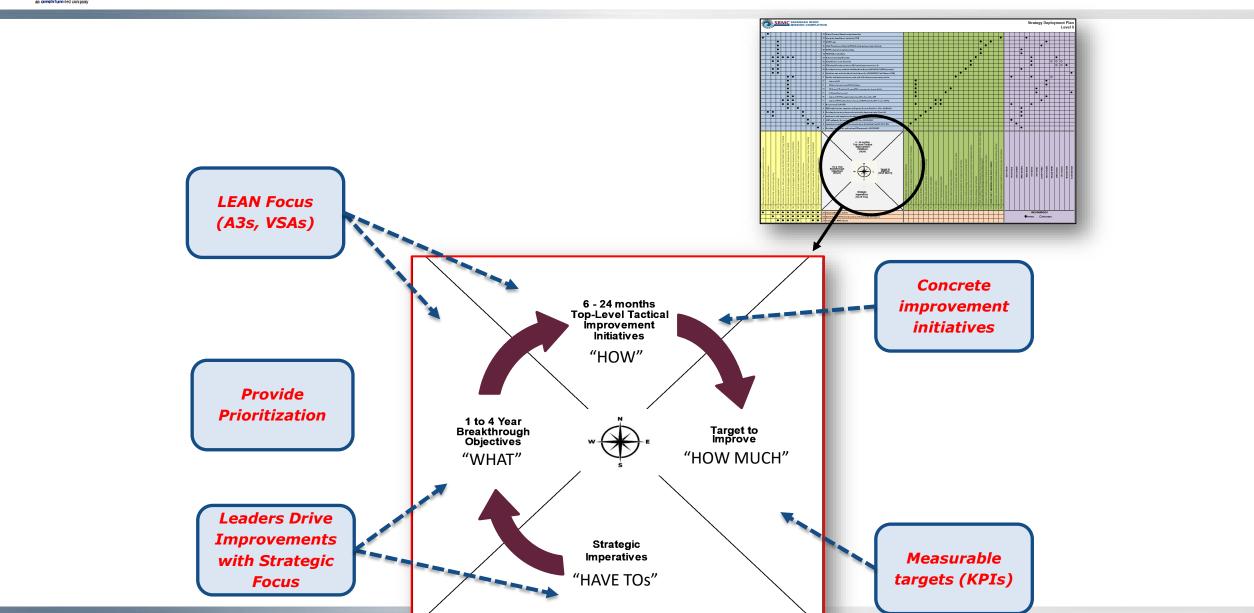
•	0	•	0	0	0 0	Develop a mentoring program Introduce all employees to lean concepts Invest in ISO 9001 or another quality management system Automate product A, B and C production lines Implement a continuous improvement system and culture	0	0 0	0	0	0	0	0	0	0	•	•
Н		Initiate a customer survey process Develop growth strategies							•	0				•	0		\vdash
	Develop a delivery improvement system							•							•		
		•			•	Develop an an affordability initiative	•					0	٠		0		0
increase employee engagement to 40%	Train employees in continuous improvement methods	Decrease cost of production by 10%	improve the customer satisfaction score to 85%	Increase market share to 25%	increase profit margin by 5%	This year's annual objectives Critical metrics to improve Long-term objectives (3-4 years out)	Increase profit margins to 15%	Increase market share to 25%	Increase customer satisfaction to 85%	Achieve \$100,000 cost of production	Increase employee engagement to 75%	Director, engineering	Plant manager	Director, finance	Director, supply chain	Director, HR	Director, quality
			0	0	٠	Increase profit margins by 20%	•	0	0			Resources					
		0	0	•		Gain market share to 40%		•	0	0		Primary					
			٠			Improve the customer satisfaction score to 95%		0	•			o Secondary					
	0	•				Decrease cost of production by 25%				•	0						
•	٠					Create a continuous improvement culture			0		•						



- I. South StrategicImperatives
- II. West Goals or Objectives
- III. North TacticalImprovement Initiatives
- IV. East Target to Improve (metrics)
- V. Far East Ownership



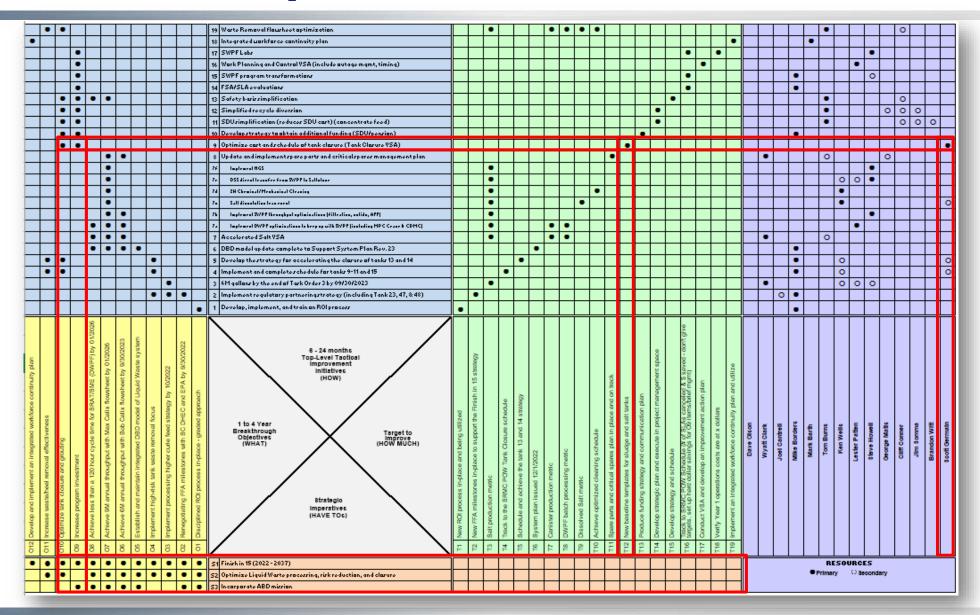






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X-Chart Example

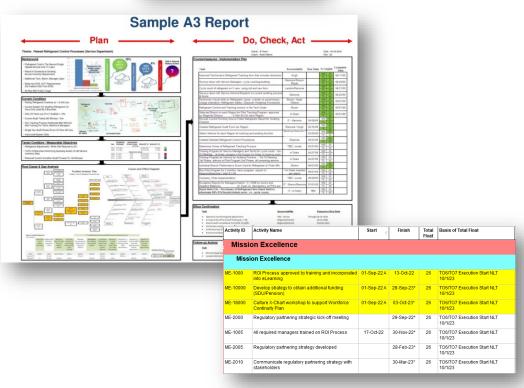




How to Deploy the X-Chart

- 1. Establish Organizational Vision, Mission, Values
 - 2. Determine breakthrough imperatives
 - 3. Develop strategic objectives
 - 4. Determine tactical initiatives
 Teams set targets, create plans and schedules
- 5. Implement plans and schedules, track progress, measure impact
- 6. Progress Reviews: Monthly/Quarterly Status and semi-annual workshop (close-out/revise)
 - 7. Annual Review: Reflect & Learn

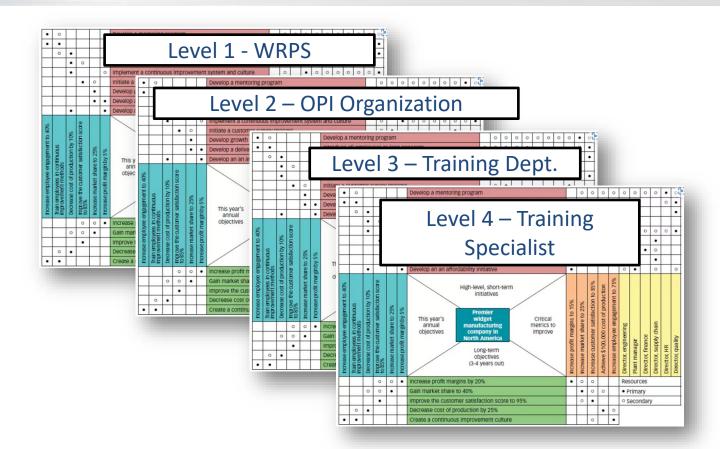






X-Charts Cascading

- 1) Level 1 Company Level
- 2) Level 2 Determined by state of the business Can be organizational or focused on a specific area of improvement/change
- 3) Level 3 X-Chart by Team or Department
- 4) Level 4 Personal X-Chart



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Purpose

- Give visibility to priorities
- Gain alignment in the organization
- Clarity of goals throughout all levels
- Manage and communicate improvements and optimizations

Process

- Define breakthrough imperatives and strategic objectives
- Determine tactical initiatives
- Discuss and review results on a set frequency

Benefits

- Status and recognition as a strategic leader
- People are engaged, aligned, committed
- Total clarity on objectives, strategies, tactics, execution

Connecting strategy with execution