



CWQ's 5P-Approach (Preview)

From: Creative WorQs : Building Leadership Mindsets

Heads up (foreword) LOOPers! : This contains a **portion** of the CWQ 5P Approach from our Building Leadership Mindsets course, for more information or the complete material contact Creative WorQs directly here.

- 1. Problems:** Before any organizational change can occur, the issues and problems faced by the workforce need to be outlined and detailed.
 - a. In order to completely capture the degree of the issue, consider the following aspects (shortened for free version, reach out to Creative WorQs for more info):
 - i. In general terms, what is the problem?
 - ii. Next, identify the consistency of the problem.
- 2. Positions:** After the problems are clearly defined it is important to identify individuals, positions, and or departments the problem affects.
 - a. It is important at this step to identify the range of positions this problem affects (shortened for free version, reach out to Creative WorQs for more info):
 - i. From which position / department does the problem originate?
- 3. Priorities:** Once the problem and the position(s) it falls under is (are) detailed and identified, the individual(s) within the position NEED to acknowledge the priority of solving the problem.
 - a. In order to develop reasonable and or feasible solutions to the identified problem it is necessary to substantiate the degree to which the problem is a priority among the individuals identified, specifically consider (shortened for free version, reach out to Creative WorQs for more info):
 - i. Who have been the individuals to bring up the problem?
- 4. Plans:** Once the problem is clearly defined, the positions they relate to are identified, and the level of priority to solve the problem is dictated; definitive plans, steps, and timetables NEED to be outlined.
 - a. In order to ensure the problem is resolved it is imperative to identify and detail the definitive problem-resolution plans and include the following areas (shortened for free version, reach out to Creative WorQs for more info):
 - i. What is the agreed upon course of action?
- 5. Proof :** After the problems have been detailed, the positions they implore identified, the priority of solving the problem has been established, and the specific plan and timetable have been set, the proof of solving the problem needs to be established and met.
 - a. In order to effectively monitor and achieve problem resolution it is important to consider the criteria that reflect milestone progress towards problem-resolution, and specifically the following areas (shortened for free version, reach out to Creative WorQs for more info):
 - i. What is the mechanism that will keep individuals accountable for the prescribed milestones?