



LEARNING AND DEVELOPMENT ROUNDTABLE QUICK WIN DIAGNOSTIC

WHAT THE BEST COMPANIES DO

New or transitioning leaders often try to prove themselves by going after “Quick Wins”—new, visible contributions to the business made early in their tenure. However, in pursuit of Quick Wins, they can easily fall into traps (like micromanaging or focusing too heavily on the details) that undercut their success. But, by pursuing collective Quick Wins, not individual ones, these leaders can avoid the traps and build critical leadership development and change management skills. The Quick Win Diagnostic is designed for new or transitioning leaders to assess with their team the value, cost, risk, and feasibility of potential collective Quick Wins. This tool is featured in “The Quick Wins Paradox”, a Harvard Business Review article written by principal Learning & Development Roundtable researchers Todd Safferstone and Mark Van Buren.

	YES	NO
VALUE		
Is the win linked to an urgent, meaningful business outcome with a clear connection to revenue growth or cost reduction?	<input type="checkbox"/>	<input type="checkbox"/>
If achieved, would this win merit the attention of leaders two levels above me?	<input type="checkbox"/>	<input type="checkbox"/>
COST AND FEASIBILITY		
Can we achieve this win without creating a substantial distraction from the team’s day-to-day responsibilities?	<input type="checkbox"/>	<input type="checkbox"/>
Can we pursue this win without procuring new resources?	<input type="checkbox"/>	<input type="checkbox"/>
COLLECTIVE IMPACT		
Will all key members of the team be able to see their “fingerprints” on this win?	<input type="checkbox"/>	<input type="checkbox"/>
Will all key members of the team be able to cite their contributions with pride?	<input type="checkbox"/>	<input type="checkbox"/>
OPPORTUNITY TO LEARN		
Will this effort give me an opportunity to learn the strengths, weaknesses, motivations, and aspirations of individuals on my team?	<input type="checkbox"/>	<input type="checkbox"/>
Will this effort allow me to learn the dynamics of the team’s working relationships?	<input type="checkbox"/>	<input type="checkbox"/>
OPPORTUNITY TO ENGAGE		
Will this effort require me to seek input, guidance, and coaching from my direct reports?	<input type="checkbox"/>	<input type="checkbox"/>
Will this effort require me to seek input, guidance, and coaching from my direct manager and peers?	<input type="checkbox"/>	<input type="checkbox"/>
TOTAL SCORE		
	<input type="checkbox"/>	<input type="checkbox"/>

Each “Yes” response gets one point. Assess each potential win on the basis of the number of “Yes” responses.

9–10 A good prospect for a collective quick win.

7–8 Promising, but risky. Re-shape this effort to achieve a score of at least 9. Otherwise this may not produce a collective quick win.

6 or Below Unacceptable. Look for a different opportunity.

Source: Harvard Business Review: *The Quick Wins Paradox*, January 2009