# ****IMPACT Tool – Vision to ACtion****

# IS-31 from [www.construction-institute.org](http://www.construction-institute.org)

**Implementation Phases**

* Phase 1 – Preparing to Cross – answer the questions required to get management buy-in to the vision and to establish the implementation plan
* Phase 2 – Getting on the Bridge – establish the metrics to measure progress and be prepared to answer the question “why is this important to the organization?”
* Phase 3 – Starting on the Journey – make sure the team and resources are in place to carry out the implementation.
* Phase 4 – Checking the Supports – make sure the organization has the appropriate cultural, management and technical support in place for implementation
* Phase 5 – The Main Crossing – make sure the organization has a clear plan for implementation
* Phase 6 – Addressing the Barriers – prepare the organization for any anticipated barriers in reaching the vision
* Phase 7 – Exiting to Action – communicate the organizations success and leverage this to build the organization stronger

**Implementation Hotlist**

1. Make it a priority – make innovation a priority for the organization
2. Strategize strategic success – understand how the vision aligns with the strategic goals of the organization
3. Communicate a new reality – communicate to the organization what achieving the vision will mean
4. Inspire the team – the leaders must inspire the organization to move from where they are to the promise that the vision brings
5. Embrace the vision – the vision should be discussed and supported at all levels of the organization
6. Be loud and proud – speak about the new changes whenever possible
7. Spread the word – communicate the vision at every opportunity
8. Own it and live it – leaders must live the vision and not just pay lip service to it
9. Drive the train, don’t watch the parade – leaders must get their hands dirty and get involved with the details. Don’t just delegate everything
10. Grow the fire, not just the flames – ignite the fire of change and then grow the fire