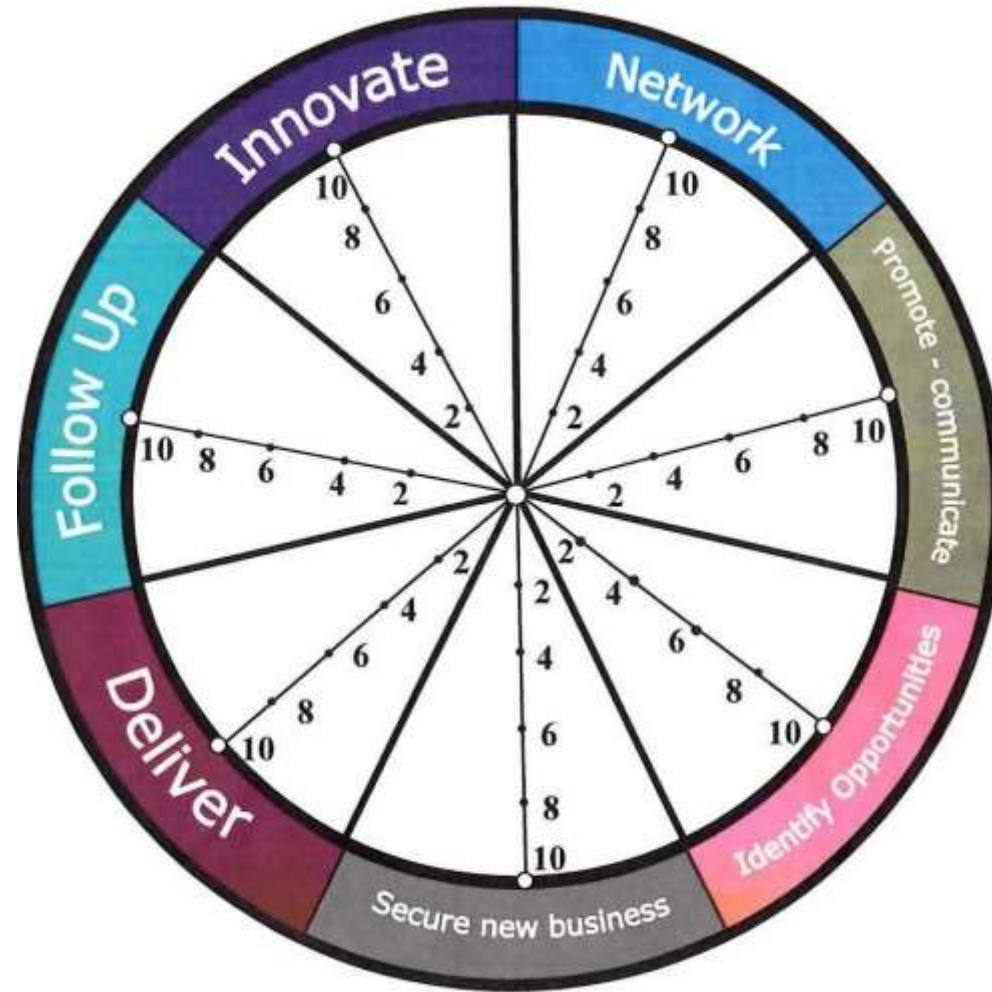


# The Wheel of Fortune



# Turning your network into business opportunities –The Wheel of Fortune

The Wheel of Fortune is a simple but very effective diagnostic tool for individuals, teams, departments, and organisations.

If it is going to work, contributors have to be ruthlessly honest in their reflection, evaluation and scoring. The process is designed to identify areas for improvement and further effort, not to demonstrate (sometimes falsely!) how great everything is.

## **Step One:**

Individuals or teams are invited to work through the questionnaire and plot their results in the boxes and on the wheel.

## **Step Two:**

Individual and/ or group results are plotted on the big wheel (ideally on a Pinboard!) so everyone can see the scores and trends. Discuss the results, explore trends and identify themes. At this stage you should capture some of these comments on the wheel. Select the areas which need attention and action.

## **Step Three:**

Complete the second questionnaire based on the group discussion. Reality check your scores and identify key areas for action.

## **Step Four:**

Plan the actions necessary to achieve the desired changes - you could use Pinpoint syndicate boards! Prepare a group Action Plan.

## **Step Five:**

Complete the action summary. You can design your own but this one is a good starting point. Good action plans need champions, workers, measures, milestones, frequent and regular reviews, clear timescales, and commitment.

## **Step Five:**

Meet regularly to check progress and review the effectiveness of the action plan. Be flexible and amend where necessary.

Many of you spotted that you can take this model and apply it to a number of different business processes. Simply change the labels and re-design the questionnaires.

# Turning your network into business opportunities –The Wheel of Fortune

## Step

Read each question and rate yourself out of 10 based on how you think you perform.(10 is excellent, 1 is poor)

**Network:** How good are you and your colleagues at meeting new people and creating new relationships with possible partners and stakeholders? Do you actively seek new business relationships? Do you listen to what others are doing?

SCORE

**Promote & Communicate:** How good are you and your colleagues at creating opportunities to promote your products or services to new and existing contacts? Do your key contacts understand you and your business? Do you deliver corporate presentations?

SCORE

**Identify Opportunities:** Do you and your colleagues talk with clients, contacts, partners and stakeholders about possible opportunities? Is there an understanding of their current and future needs? Are you putting yourself forward to meet these opportunities?

SCORE

**Secure New Business:** Does your business produce well structured proposals? Can you demonstrate value? Do you get the chance to present to decision makers? Are you good at closing deals?

SCORE

**Deliver:** Do you or your business have good systems, procedures, the right skills, capabilities and capacity to deliver and add value? Are you doing great work in the right areas? Do you measure and evaluate your work against others?

SCORE

**Follow Up:** Do you or your business measure customer and end user satisfaction? Do you practice and encourage reflective learning? Do you regularly seek feedback from colleagues, customers and stakeholders? Do you act on what you discover?

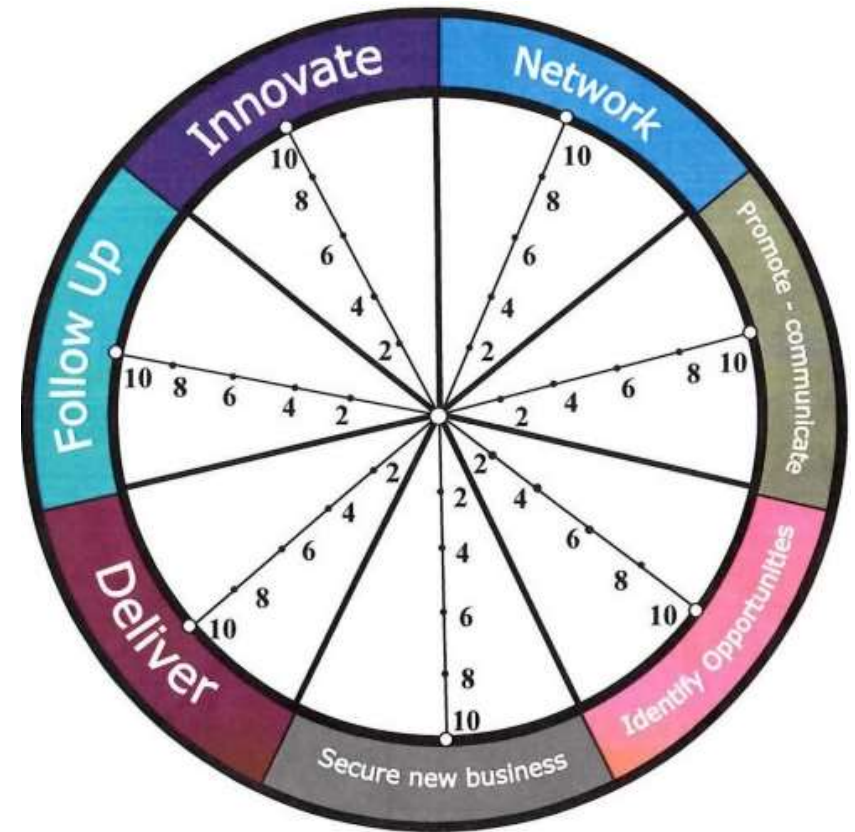
SCORE

**Innovate:** Do you or your business develop new products or services? Do you explore innovative ways of working to improve, efficiency, delivery and value? Do you or your business invest appropriate time and money in innovation and testing new ideas?

SCORE

## Step

Plot your scores on the performance wheel



What are your areas for action/improvement?

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Read each question and rate yourself out of 10 based on how you think you perform.(10 is excellent, 1 is poor)

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SCORE

What are your areas for action/improvement?

# SMART Action Plan

Subject: \_\_\_\_\_

Date: \_\_\_\_\_

<p>Champions:</p> <p>Team Members:</p>	<p><b>Actions</b></p> <p>These actions must happen to achieve the outcomes</p>	<p><b>Action 1</b></p>	<p><b>Action 2</b></p>	<p><b>Action 3</b></p>	<p><b>Action 4</b></p>	<p><b>Action 5</b></p>
	<p><b>Champion</b></p>					
<p>Outcome (verb &amp; measure)</p>	<p>Notes</p>	<p>Notes</p>	<p>Notes</p>	<p>Notes</p>	<p>Notes</p>	
<p>Issues</p>	<p>Measure:</p>					
	<p>Time</p>					

This model was created by my great friend, colleague and soul-mate **CANUTE SIMPSON** from Smart Objectives.

He was happy for me to share it with my Russian friends but, if you use it, please remember to give us both a mention!

***Thank you Canute!***



**Canute Simpson**

Director of Inspiration

**Creative workshops, facilitation, training, coaching and business improvement!**



**SmartPEOPLE + SmartTEAMS = SmartBUSINESS**

**T** +44 (0) 20 8830 2210

**M** +44 (0) 7956 877 655

[canutesimpson@smartobjectives.co.uk](mailto:canutesimpson@smartobjectives.co.uk)

[www.smartobjectives.co.uk](http://www.smartobjectives.co.uk)

***Watch out for the 'Wheel of Fortune' Facilitator's Toolbox on Amazon! You heard it here first.***