

THIRTY-DAY EPIC PLAN

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As we prepare to walk into a team, organization, or other space that we inherit, we need to have a simple plan. A map to keep our eyes on the prize. Focus. Remember this:

EVALUATION

PATIENCE

IMPLEMENTATION

CARE

Breaking the challenge down by day can be a little too limiting, so I'm suggesting you make some decisions for each week. There isn't a perfect formula. There's just direction.

As you think about each week you're stepping into, remember the fruit of the Spirit. All four phases need gentleness, love, joy, and so on. Keep that in mind. So, each week you will take the big ideas and decide what days you'll do what.

Let me say this: It's not going to be perfect. You're working with imperfect people. You're imperfect. But that's okay. This plan will work for the people you're now influencing, and this plan will work for you as well. You will have to keep evaluation of yourself front and center to recalibrate when needed. You will need to be patient with yourself, which is harder than most of the other parts of the plan. You will then be ready to start implementing new culture, vision, and direction.

At the end of the day, you have to cover with care this entire process and the people you are leading. Put all these plans on the paper of care. Care for yourself and care for the team around you.

With this in mind, here's a simple road map to get you started.

WEEK ONE

1. Pray. Before you even walk in the building, pray.
 - + Pray for those you're inheriting. By name.
 - + Pray for wisdom and discernment
 - + Pray for the fruit of the Spirit
 - + Pray for yourself
 - + Pray for patience
2. Evaluation. During week one, you need some "big rock" understanding. In other words, what are the biggest areas you need to get a grasp on?
 - + Financial realities (not deep dive, just big picture)
 - + Team realities
 - You have to start creating a safe place from day one.
 - Make it clear you are safe through conversations.
 - + Processes
 - Are there any?
 - What's missing according to the team?
 - What's the external reputation of the organization or team?
 - + Wins
 - What small wins does the team need in order to wake up? In other words, think through a couple of achievable goals that show the team they can be successful with this new direction.
 - + Fires
 - Are there any immediate fires to extinguish?
3. Patience.
 - + Think through one or two areas you know you'll have to be patient with during week one so you're prepared to take your time.
4. Implementation.
 - + Not yet. Unless there is a glaring issue that has to be immediately addressed.
5. Care.
 - + Get to know the team
 - + Ask them questions about their lives
 - + Enjoy some meals together

WEEK TWO

1. Pray.

- + Pray for those you're inheriting. By name.
- + Pray for wisdom and discernment
- + Pray for the fruit of the Spirit
- + Pray for yourself
- + Pray for patience

2. Evaluation.

- + Time to get a little more micro-based on what you learned last week
- + Where are the financials? What needs to be understood better?
- + Cultural questionnaire: Develop a survey for the current culture and where it's winning and losing.
- + Ask questions about the state of the current culture
- + Organizational structure: Is it right? Does it make sense?
- + How's the overall team environment and mojo right now?

3. Patience.

- + Unless something's on fire, just wait.

4. Implementation.

- + Is there anything from last week that needs to be course corrected immediately?
- + Are there one or two small cultural adjustments you want to make for positive movement?
- + What are one or two things you can start sharing about vision? The future?

5. Care.

- + Get to know the names of the spouses of your team members. This is a simple but strong step toward care.

WEEK THREE

1. Pray.

- + Pray for those you're inheriting. By name.
- + Pray for wisdom and discernment
- + Pray for the fruit of the Spirit
- + Pray for yourself
- + Pray for patience

2. Evaluation.

- + After two weeks, what continues to need attention?
- + What does the team obviously not want to change?
- + What land mines are waiting to be stepped on?
- + What's missing to make the team successful?
- + Who on the team is going to move well into this transition, and who needs coaching?
- + What needs immediate change?
- + What can wait?

3. Patience.

- + Where are you dying to make a change but know you have to be patient?
- + Where has past leadership moved too fast? In other words, where did the last leaders not count the costs of decisions and actually hurt the business and team rather than helping them?

4. Implementation.

- + What should your next cultural adjustments be?
- + Have a team fun time. Just hang out with no agenda.
- + Make sure one-on-ones are happening with key leaders
- + What can you do this week to model one or two new leadership directions?

5. Care.

- + Don't forget to care!

WEEK FOUR

1. Pray.

- + Pray for those you're inheriting. By name.
- + Pray for wisdom and discernment
- + Pray for the fruit of the Spirit
- + Pray for yourself
- + Pray for patience

2. Evaluation.

- + What's working during this first month?
- + Which areas of change are getting traction, and which ones aren't?
- + Where have fears shown up—either in you or in the team—and how can you address them?
- + How's the team doing?
- + How's your understanding of the overall financial model and what needs changing?
- + Who has stepped up with proper motives?

3. Patience.

- + Write down two or three team members you know you're going to need to be extra patient with, as well as how long you'd like to give each person to make adjustments.
- + This is your game plan, so make sure your emotions don't get the best of you.

4. Implementation.

- + Focus this week on moving the ball down the field in the following areas:
 - Culture
 - Vision
 - Leading the way

5. Care.

- + Take five minutes each day to check in on the lives of those you lead