

Diagnose, Plan, & Act

A guided framework to
align HR strategy with
organizational success

Welcome to the Workshop!

This worksheet is your companion to today's workshop on the Diagnose-Plan-Act framework. It's designed to help you apply the insights shared during the session to your organization's HR strategy.



Instructions

Work through each section as we guide you step-by-step.

Use the space provided to capture your thoughts, identify opportunities, and outline your next steps. By the end, you'll have a clear plan tailored to your organization.

STEP 1

Diagnose - Identify Opportunities Using Data



PROMPT 1

WHAT HR CHALLENGES ARE CURRENTLY IMPACTING YOUR ORGANIZATION?

(Examples: Retention, engagement, manager development, etc.)

PROMPT 2

WHAT DATA SOURCES CAN YOU USE TO UNDERSTAND THESE CHALLENGES?

(Examples: Engagement surveys, performance reviews, exit interviews.)

PROMPT 3

WHAT KEY INSIGHTS OR PATTERNS HAVE YOU NOTICED FROM THE DATA?

(Example: A rise in disengagement among high performers.)



15Five's People Analytics tools help uncover trends, create a shared understanding, and highlight where to focus for maximum impact.



STEP 2

Plan - Develop Actionable, Measurable Strategies



PROMPT 1

FOR EACH CHALLENGE IDENTIFIED, WHAT SPECIFIC ACTIONS CAN ADDRESS IT?

(Examples: Implement stay interviews, launch a leadership training program.)

PROMPT 2

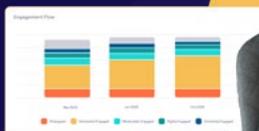
WHAT GOALS DO YOU WANT TO ACHIEVE WITH THESE ACTIONS? HOW WILL YOU MEASURE SUCCESS? HOW IS THIS GOAL ALIGNED WITH YOUR BUSINESS OBJECTIVES AND WHY IS IT IMPORTANT TO THE COMPANY OR DEPARTMENT? (Examples: Reduce turnover by 15%, improve engagement scores by 10%.)

PROMPT 3

WHAT RESOURCES OR SUPPORT WILL YOU NEED TO EXECUTE THIS PLAN?

(Examples: Budget, executive buy-in, tools like 15Five Goal Tracking.)

 Draft Action Plan



Use 15Five's **Goal Tracking** and **Strategic Action Planning** tools to set measurable objectives and track progress with clarity.



STEP 3

Act - Empower People Managers to Drive Results



PROMPT 1

WHAT ROLE CAN PEOPLE MANAGERS PLAY IN ACHIEVING THESE GOALS?

(Examples: Driving team engagement, conducting regular check-ins.)

PROMPT 2

HOW CAN YOU EMPOWER MANAGERS TO TAKE OWNERSHIP OF THESE INITIATIVES?

(Examples: Provide training, establish regular 1-on-1s, set clear expectations.)

PROMPT 3

WHAT TOOLS OR SYSTEMS CAN HELP ENSURE THESE EFFORTS ARE SCALABLE AND SUSTAINABLE?

(Examples: Recognition platforms, manager enablement programs.)



15Five supports managers with tools like **1-on-1 Agendas**, Career Planning, and Recognition to scale impactful HR strategies.



NEXT STEPS

Putting It All Together



PROMPT 1

WHAT IS THE TOP PRIORITY YOU'LL FOCUS ON AFTER THIS SESSION?

PROMPT 2

WHAT IS YOUR FIRST STEP IN IMPLEMENTING THE DIAGNOSE-PLAN-ACT FRAMEWORK?

PROMPT 3

WHO ELSE NEEDS TO BE INVOLVED, AND HOW WILL YOU ENGAGE THEM?

(Examples: Recognition platforms, manager enablement programs.)

BONUS ACTIVITY

Identify one way you can use 15Five's platform to streamline your efforts in Diagnose, Plan, or Act.



FOLLOW-UP RESOURCES

What's Next?



Access additional resources like guides, blogs, or the Part 1 webinar recording on the Diagnose-Plan-Act framework.

Schedule a demo of 15Five

to explore how our tools can support your HR strategy.



✦ BONUS ACTIVITY ✦



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