# How to Get Employees to Implement the Strategic Plan

There is no success in business without a plan. A business plan lays out your company's goals so that everyone involved can keep focused in the same direction. A strategic plan takes this process a step further by giving every division and employee in your company a step-by-step procedure for obtaining the goals set forth in your business plan. Keeping employees focused on the plan means communication and involvement. Every employee will implement your strategic plan as long as he knows his role and can monitor his progress as well as the progress of the company.

Step 1

Write your company's yearly goals. Make each of your company's goals move the business toward expansion and profit. Write your goals by division and break each one down further by year, quarter and month.

Step 2

Draft a strategy that outlines how you will reach each of your goals. Plan every action that will take each division through the steps to reach each monthly goal. Write down how each monthly goal will help the company to achieve the quarterly goals and the yearly goals.

Step 3

Design a budget that will pay for each step in your strategy. Allocate money in your monthly budget for each purchase and action in your strategy.

Step 4

Instruct each of your supervisors to focus the efforts of his division on the action plan designed for him. Every division must focus on its own plan for the goals to be reached each month.

Step 5

Meet with your employees and announce the strategy, scheduling and the actions that will take the company closer to its goals. Answer employee questions to reassure every member of your work force that his job is essential to the company plans.

Step 6

Offer monetary and other incentives to any division that completes its action plan within the allotted time. Monthly, quarterly or yearly bonuses will encourage your employees to excel.

Step 7

Gather employees together for a weekly update meeting. Praise the hard work of divisions that excel and offer constructive criticism to those that do not.