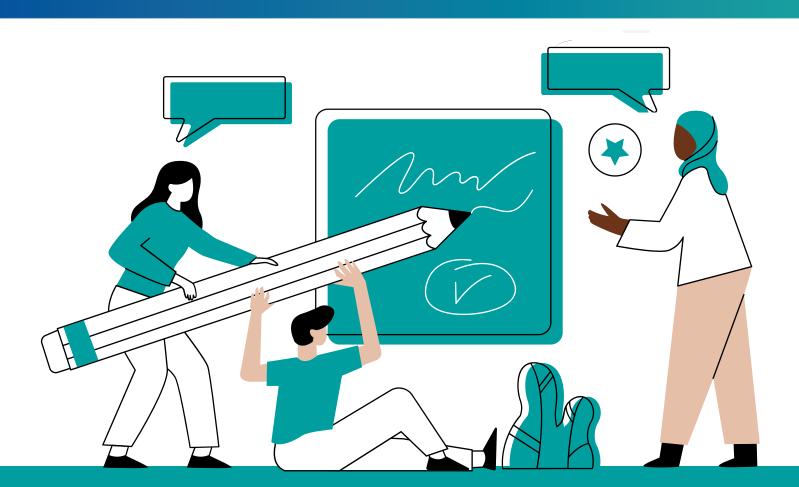
Hoshin Planning: 7 Steps





Hoshin Planning is a 7 step planning process to ensure the strategy of OIT is executed across the entire hierarchy of the organization.



1. Establish Organizational Vision

Examine the current state and identify 2-3 long-term goals.



2. Develop Breakthrough Objectives

Identify key objectives that will require the organization to grow in new and challenging ways.



3. Develop Annual Objectives

Break down the breakthrough objectives into manageable, annual goals.



4. Deploy Annual Objectives

Once you know what needs to be accomplished, you can assign department, team, and individual objectives that align with the overall mission for the year.



5. Implement Annual Objectives

The real work starts. Teams and individuals begin to execute on the planned objectives.



6. Monthly Review

Monthly reviews ensure the plan is being executed as it was laid out.



7. Annual Review

A comprehensive assessment at the end of each year will show progress. It may be necessary to make adjustments to the plan, goals, or time estimates. Hoshin Planning is not complex, but each step is important to making an action plan that can be carried out in the expected time frame. Aligned goals ensure that everyone is working toward the same ends, and frequent reviews help ensure that work stays on track.