IMPLEMENTATION PLANNING WORKSHEET

Your 30-Day Challenge: From Session to System

Use this worksheet to plan how you'll bring the TURN Method back to your organization

Name: _____	**Date:** _____
Organization: _____	**Role:** _____

1. ASSESS YOUR CURRENT STATE

How equipped are your front-line teams to handle difficult conversations today?

☐ Very equipped ☐ Somewhat equipped ☐ Not very equipped ☐ Struggling

What's your biggest gap?

☐ Hiring for it ☐ Training for it ☐ Coaching for it ☐ Measuring it

Think of an ED who handles difficult conversations exceptionally well. What do they do differently?

_____

_____

2. YOUR PILOT PLAN

Which community or team will you pilot this with first?

_____

Who is the ED or leader who will champion this?

_____

When will you introduce this to your leadership team?

Meeting/Date: _____

3. YOUR FOUR LEVERS ACTION PLAN

HIRE for it	What interview question could reveal how candidates handle conflict? _____
TRAIN for it	How will you incorporate TURN into onboarding and ongoing training? _____
COACH for it	How will you build this into your ED conversations? (What question will you ask?) _____
MEASURE it	What will you track? (Critics-to-champions stories? Escalation rates? Team confidence?) _____

4. YOUR 30-DAY COMMITMENT

In the next 30 days, I commit to:

☐ Introduce the TURN Method at my next leadership meeting

☐ Walk through one scenario discussion with my ED team

☐ Identify one system/process change that supports connection over avoidance

☐ Ask for one "critics-to-champions" story at each community visit

☐ Other: _____

My first action will be:

_____

By this date: _____

"Every difficult conversation is your next opportunity to build a champion."

From Friction to Foundations | Kris Ward | KrisWardLeadership.com