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| **1. Identify the Constraint**What one obstacle, if removed, will trigger a series of events that will eventually be solved. The obstacle can be how people are thinking, someone not wanting to release control, or some type of resources.  | Description of the constraint: | Describe what you believe the key constraint is, and test your thinking with others involved in the breakthrough. Do they believe this is the one thing, that if removed would cause everything else to move or go away? |
| **2. Get Intimate with the Current Reality**Embrace the obstacle from #1, become familiar with it. How did it come to be, what keeps it in place, and what impact does it have on the rest of the system of which it is a part? Include the psychology of the obstacle. Often current thinking keeps it in place. Test everything. | Who, what, why, how long, perceptions, fears, risks, unvarnished truths: | Often problem solvers jump into solutions before in-depth understanding of the problem exists. Learning everything you can about the obstacle by embracing it, becoming familiar with each aspect of it, will help in finding the right next step.  |
| **3. Cast a Vision of the Ideal Future**Once people are intimate with the current reality (#2 above) it is easy to flip the situation on its head and create a narrative of the ideal future. | Be expressive. Write it out and say it out loud. Is it compelling? Do people “get it”? | Describe in detail, use narrative as required, and illustrate the ideal future without regard for what it would take to create. This is where you get to dream big. Make it compelling. |
| **4. Look for the Dominant Constraint that Keeps the Ideal Future from Happening**Once the ideal future is vivid, asking what keeps it from naturally occurring is a powerful question. A compelling future is attractive to everyone. It wants to happen because it is so attractive. Now what is holding it back from occurring? | What is holding the ideal vision back from happening? | The Dominant Constraint step is always different once a compelling vision is in place. Look for what is keeping the ideal future from automatically happening. We know it will take some energy, but it’s more like removing what keeps it stuck, rather than some massive effort to push something important forward. |
| **5. Develop a Strategy to Eliminate the Constraint**Sticky Leaders are smart about how people and things work. The process of eliminating a constraint must be simple to succeed. | Think of a strategy as a way through difficulty. How can you cleverly side-step or eliminate elements of the dominant constraint? | Find the leverage in the circumstances. What is preventing existing energy and resources from being successfully applied? Check the prevailing thinking, habitual behaviors, and beliefs about investing. |
| **6. Apply the Needed Energy**Think about how you and others use energy. Some energy is about pushing to get things done. Other types of energy are about building and maintaining relationships (think team building and maintenance). Some energy is problem solving and innovative in nature. And other energy tracks information and uses data efficiently to inform and convince. | Energy application can have a sequence, so be aware of what type of energy will be required to begin, and then possibly a different type of energy is needed to sustain. Recruiting and applying the right energy at the right time is critical to successful application of strategy (#5). | We each bring a certain type of energy to breakthroughs. What is yours? What other types of energy can be found to help in making the Breakthrough happen?For more information about understanding the types of energy people have, assessing and using that energy contact us at V2A.com.We can provide you with a special assessment to help you understand your own unique energy and can show you how to work with your team and others to accomplish your breakthrough.Think of energy types by what they do:Power – The ability to start and keep things going because the people involved feel powerful and able.Love – The energy applied to building and maintaining relationship and having people know they are valuable and valued.Wisdom – The energy that knows how to solve problems and align resources to needs. Capable of designing elegant solutions.Knowledge – The energy to capture, track, and provide important information to guide the process.  |