

The Energy GPS

The Energy GPS is a simple tool I created to help leaders spot where energy rises, stalls, or drops during a change initiative. It's not about complicated models—it's about sparking candid conversations that keep projects on track.

Two Ways to Use It

1. Looking Back at a Past Change

Pick a project that was either a big success or a painful failure. Extreme cases make the patterns easiest to see.

- **Trace the flow of energy.** Mark the moments where energy rose, dipped, or disappeared.
- **Look beyond the obvious failure point.** If implementation collapsed (say, in Pocket of Energy 3), go back and ask: what early signs were there in the planning phase? Was the plan weak? Was it dumped on another team?
- **Check the start.** In Pocket of Energy 1, did critical people feel no urgency or get left out? That early miss often explains later problems.

By studying past projects this way, you'll begin to see the "route" that didn't work—so you can avoid repeating it.

2. Using It on a Current Project

If you're about to start a project (or worried momentum may fade):

- **Gather the right people.** Bring together a small group who know the project and are willing to be candid.
- **Ask one question.** *"Where do things typically go wrong on projects like this?"*



- **Spot the warning signs.** For each potential problem, name the specific signals that energy is faltering. (Example: meetings with no decisions, or stakeholders going silent.)
- **Plan your responses.** Decide exactly what you'll do if those signals show up—how to turn things around or prevent the problem in the first place.

Why It Works

The Energy GPS works because it surfaces issues *before* they derail your project. When experienced people name the likely trouble spots—and agree on what warning signs to watch for—you gain a practical early-warning system. And, that shared awareness might be sufficient to avoid major road hazards.

Above all, this is a **conversation tool**, not a checklist. Its real value is getting people talking honestly about where energy could fail, and what you'll do about it.



Batteries Not Included Map™

