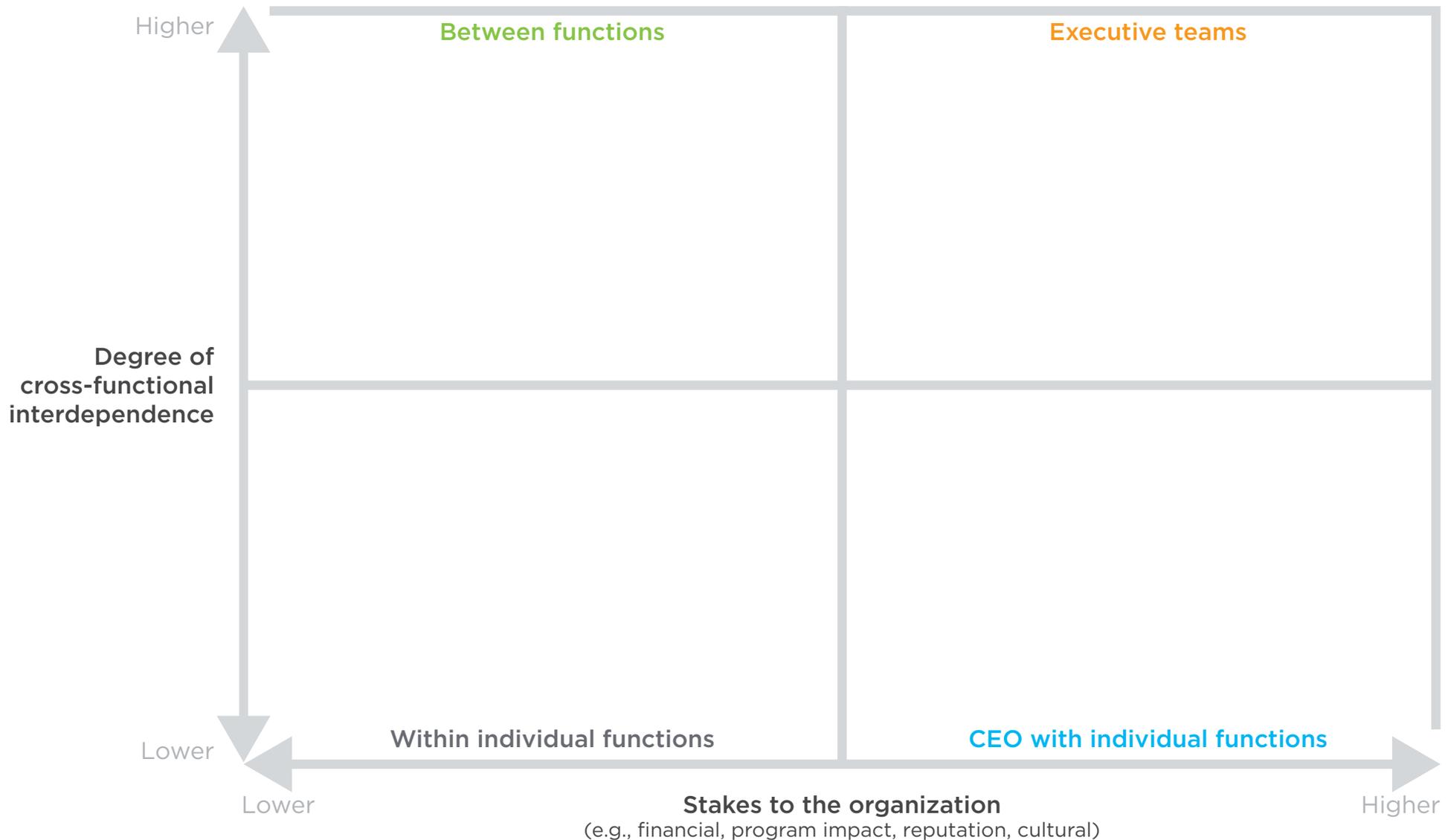


# Identifying the Work: Interdependence/Stakes Matrix

The Interdependence/Stakes Matrix helps executive teams determine their priority activities and decisions. The following tool and step-by-step instructions will help you apply it to your executive team's work.



# Interdependence/Stakes Matrix Tool: Instructions

## 1 Clarify your organizational priorities for the next 12-24 months

Summarize priorities, pulling from existing documents, such as strategic plans, and align as a team around these priorities.

- Identify other potential areas where the CEO wants team support, including processes to lead the organization, such as budgeting and resource allocation.

## 2 Determine what priorities are the most interdependent

Identify priorities with the highest interdependence—those involving multiple units or functions where cross-leader discussion is critical for effective decision making.

## 3 Determine what priorities have the highest stakes to the organization

Identify priorities with the highest stakes—those having the most impact on the organization's strategic clarity, programmatic and organizational effectiveness, development of future leaders, external reputation, and financial sustainability.

## 4 Plot each priority on the Interdependence/Stakes Matrix

Identify those priorities that have both high interdependence and high stakes—those in the upper right-hand quadrant of the matrix; identifying priorities should be the collective work of the executive team.

## 5 Determine the executive team's role for each area of work

Discuss the executive team's role (e.g., providing input, making a recommendation to the CEO, deciding); these are likely to differ by priority, so it is important to clarify what role the team is playing to optimize the team's time together.

# Interdependence/Stakes Matrix: Client Example



\*This chart will be updated quarterly by SLT<sup>1</sup> at in-house Leading for Impact working sessions.

1 This healthcare organization refers to their executive team as their Senior Leadership Team (SLT).

✓ = competed items