



A LEADERSHIP DEVELOPMENT COMPANY

2026 Leadership Essentials Leader-Development Program

Strategic Prioritization



Wabash Valley
POWER ALLIANCE



WVPA Leadership Essentials 2026



Between Sessions: application exercises, follow-up and reminders

Connection Activity

Discuss with your table groups:

- Tell your table about a time when a small action prevented a much larger problem.
 - What was the action?
 - Why did it matter?

Discuss and choose a **spokesperson** to report out:

- What kinds of actions seemed to prevent larger problems? (e.g., better communication, relationship building, planning ahead, documentation, etc.)

Today's Objectives



- Deploy tools to help you determine what work is most valuable to get the best results
- Learn to prioritize tasks to maximize your time, energy, and value

Value vs. Effort Matrix

Asks: What work is actually worth doing?

Valuable for this group because...

- You influence reliability, safety, cost, and member service.
- Your work includes repeatable processes and unexpected operational challenges.
- You constantly balance today's needs with long-term system performance.

Value = Impact on outcomes,
margin, customers, safety, or
efficiency

Effort = time, energy,
complexity, rework, or friction

The Value VS. Effort Matrix

a.k.a Impact vs. effort matrix

Quick Wins

HIGH VALUE, LOW EFFORT

quick wins, low-hanging
fruits

Strategic

HIGH VALUE, HIGH EFFORT

planning, team
collaboration

defer until value
increases

LOW VALUE, LOW EFFORT

Later

get rid of them

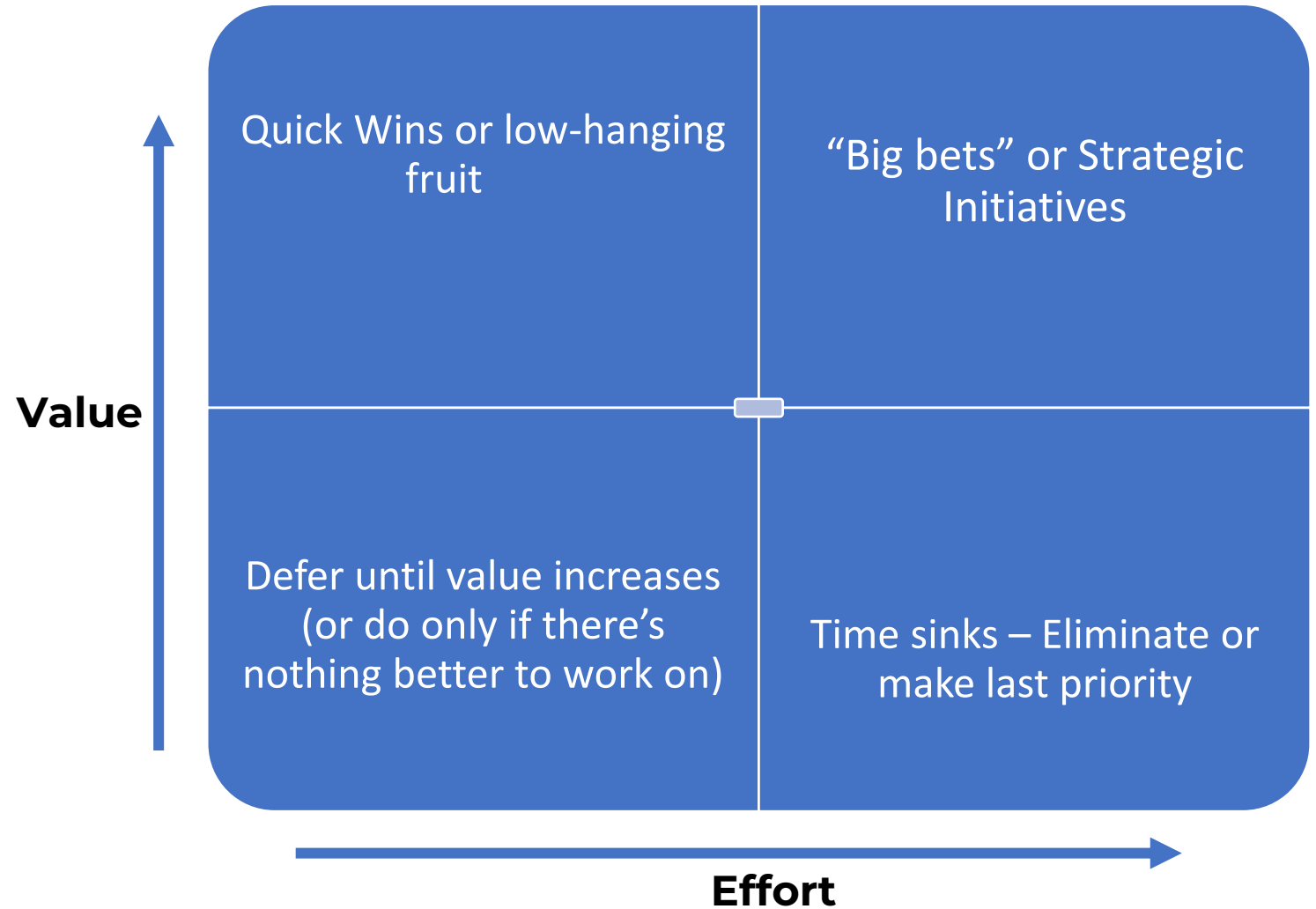
LOW VALUE, HIGH EFFORT

Eliminate

Value vs. Effort Matrix – Sample Task Placement

Role: Operations Manager

Task: Conduct a brief pre-job alignment meeting before a planned outage or maintenance activity

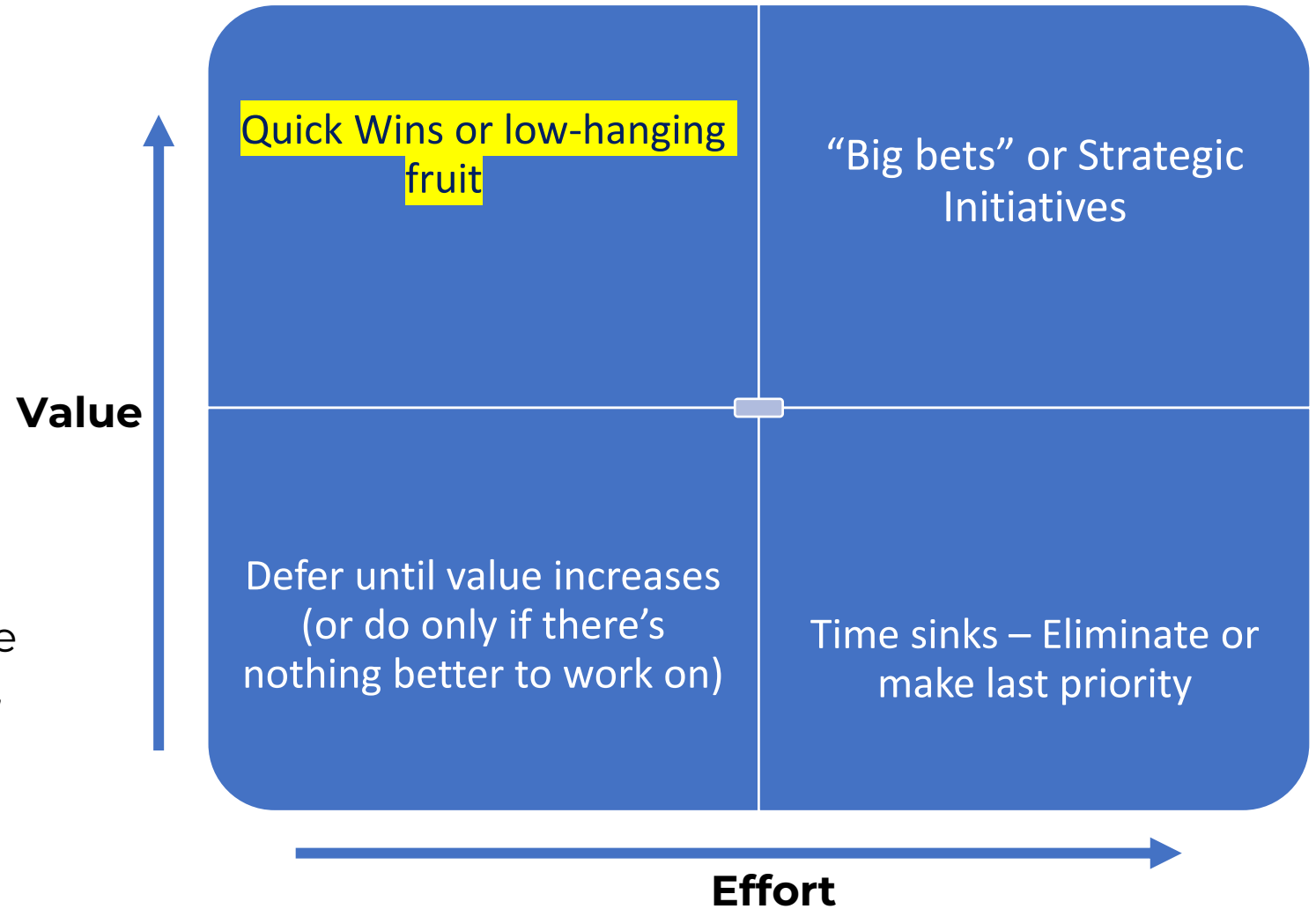


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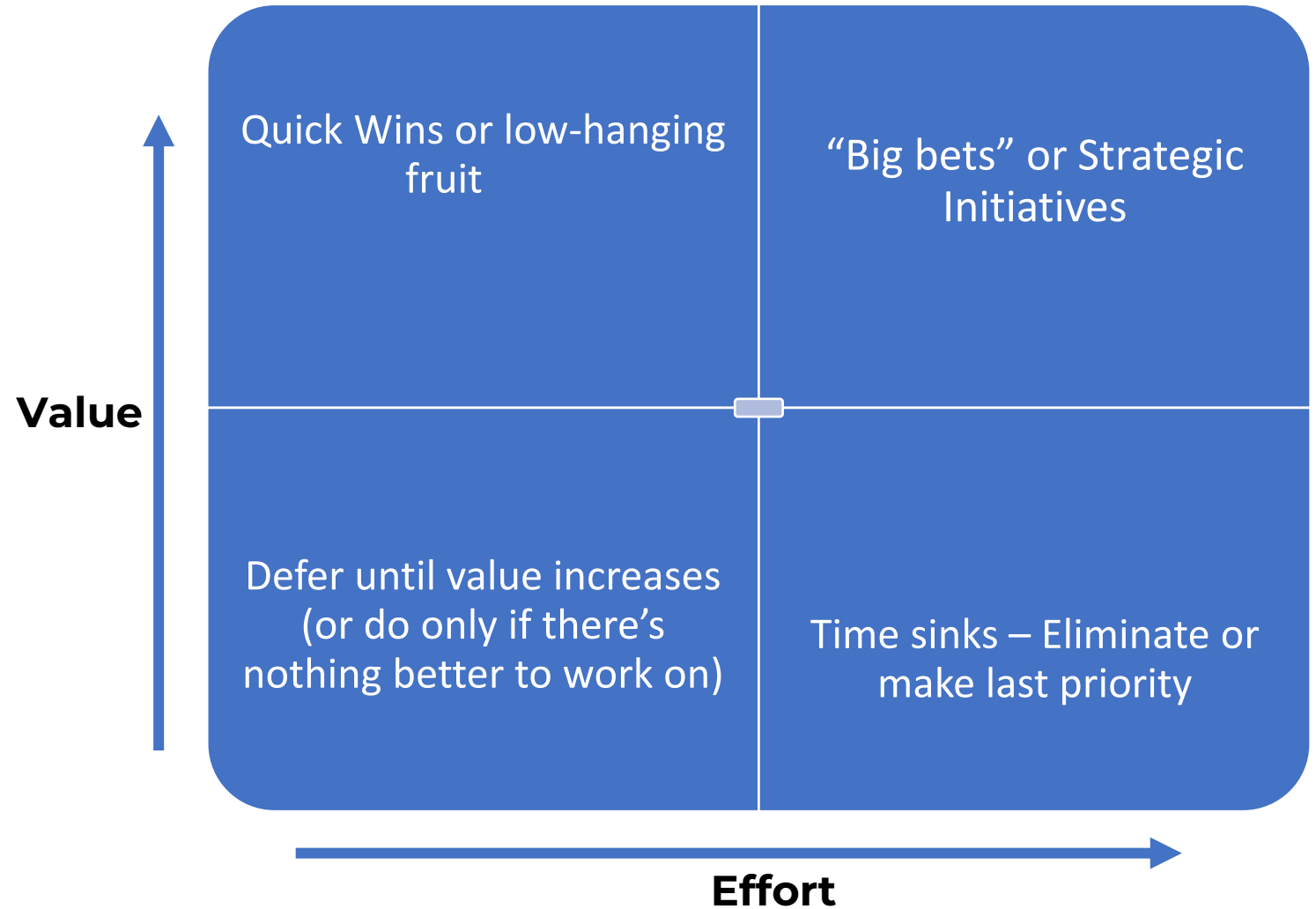
WHY: A small investment of time can prevent miscommunication, reduce safety risk, and improve coordination across crews.



Value vs. Effort Matrix – Sample Task Placement

Role: Engineering Manager

Task: Develop a long-term asset replacement strategy for aging transmission infrastructure

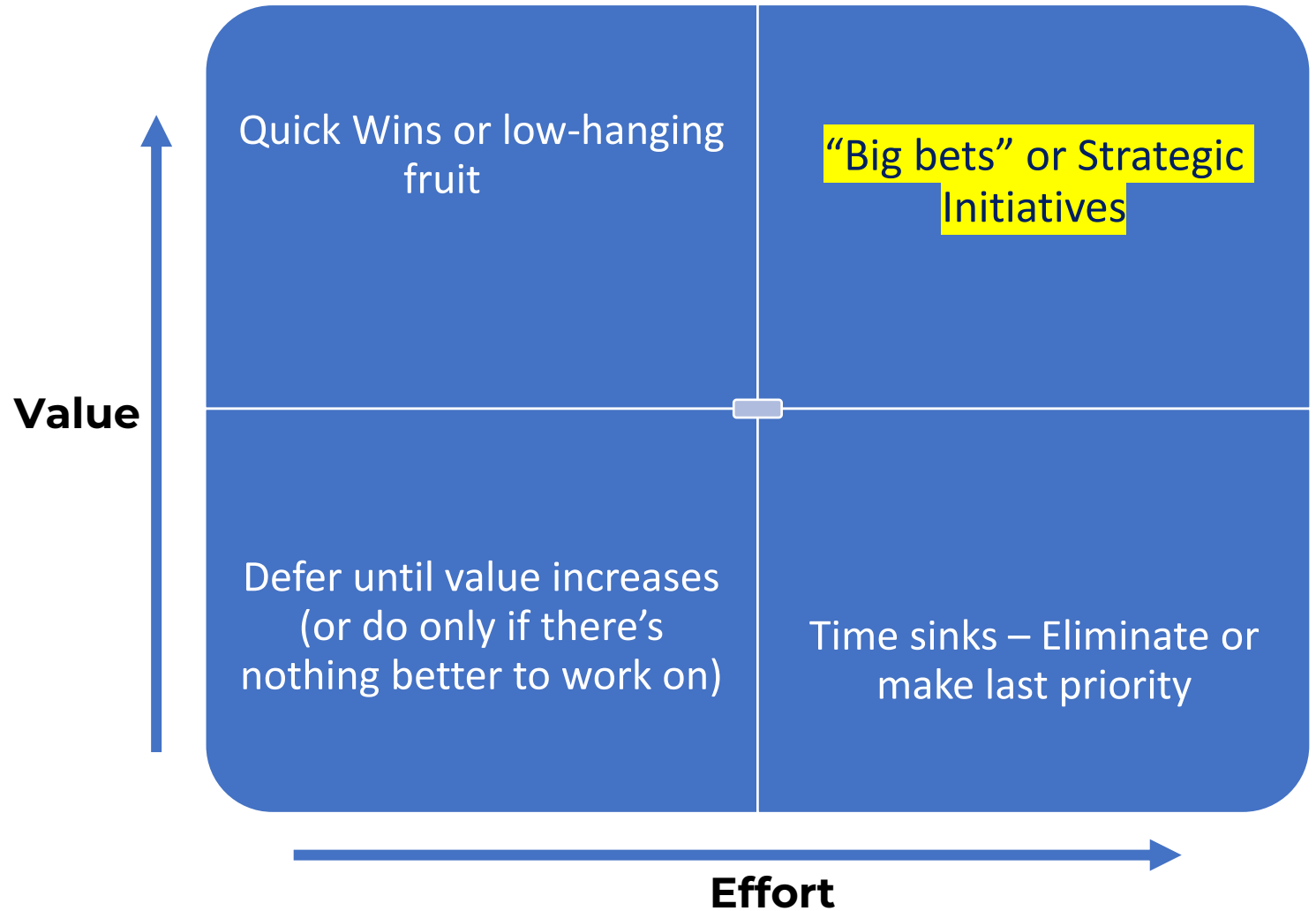


Value vs. Effort Matrix – Sample Task Placement

Role: Engineering Manager

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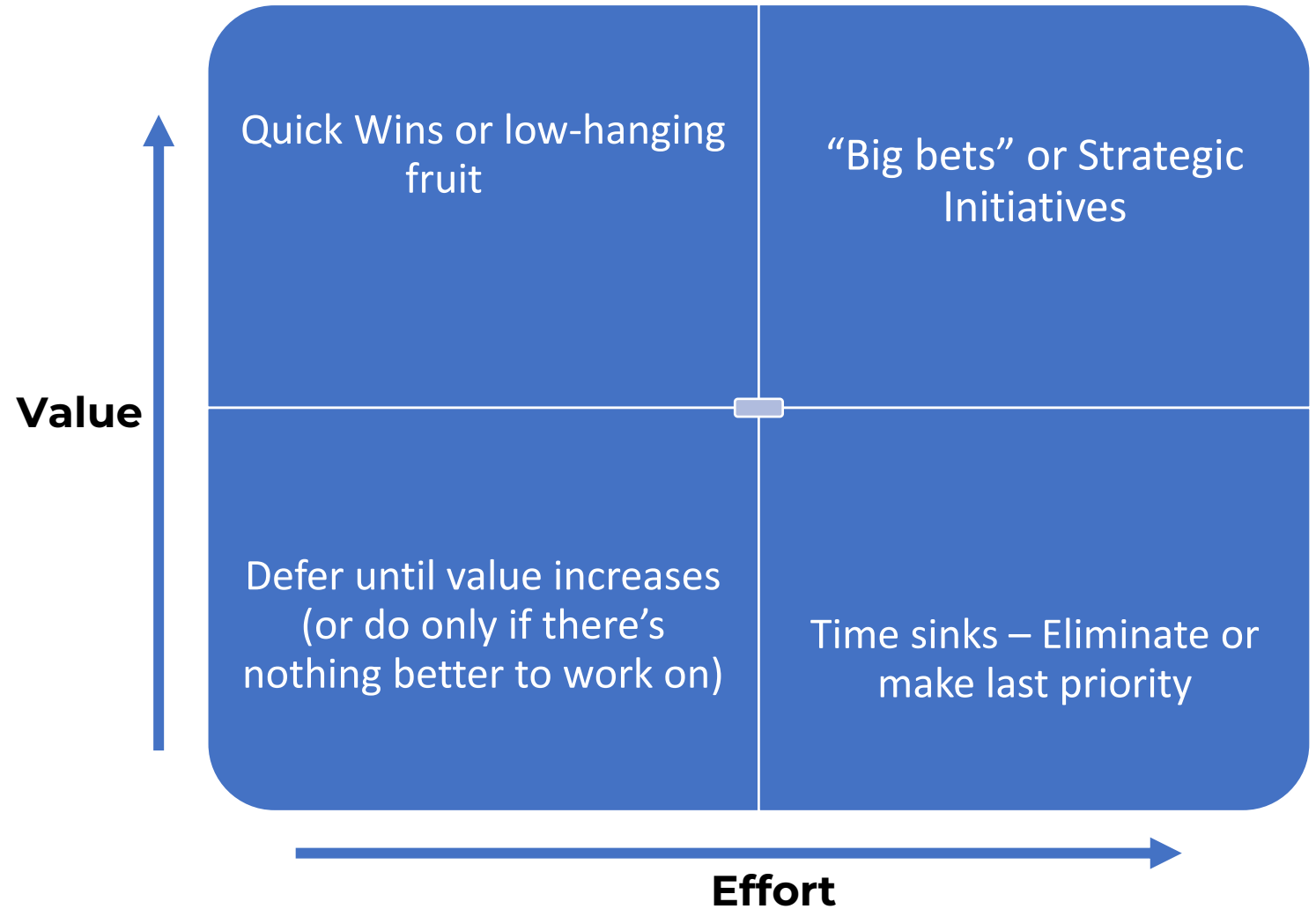
WHY: Significant effort and planning are required, but the impact on reliability, risk reduction, and future costs is substantial



Value vs. Effort Matrix – Sample Task Placement

Role: Supervisor

Task: Recreating reports manually each month because data lives in multiple systems and no standard process exists

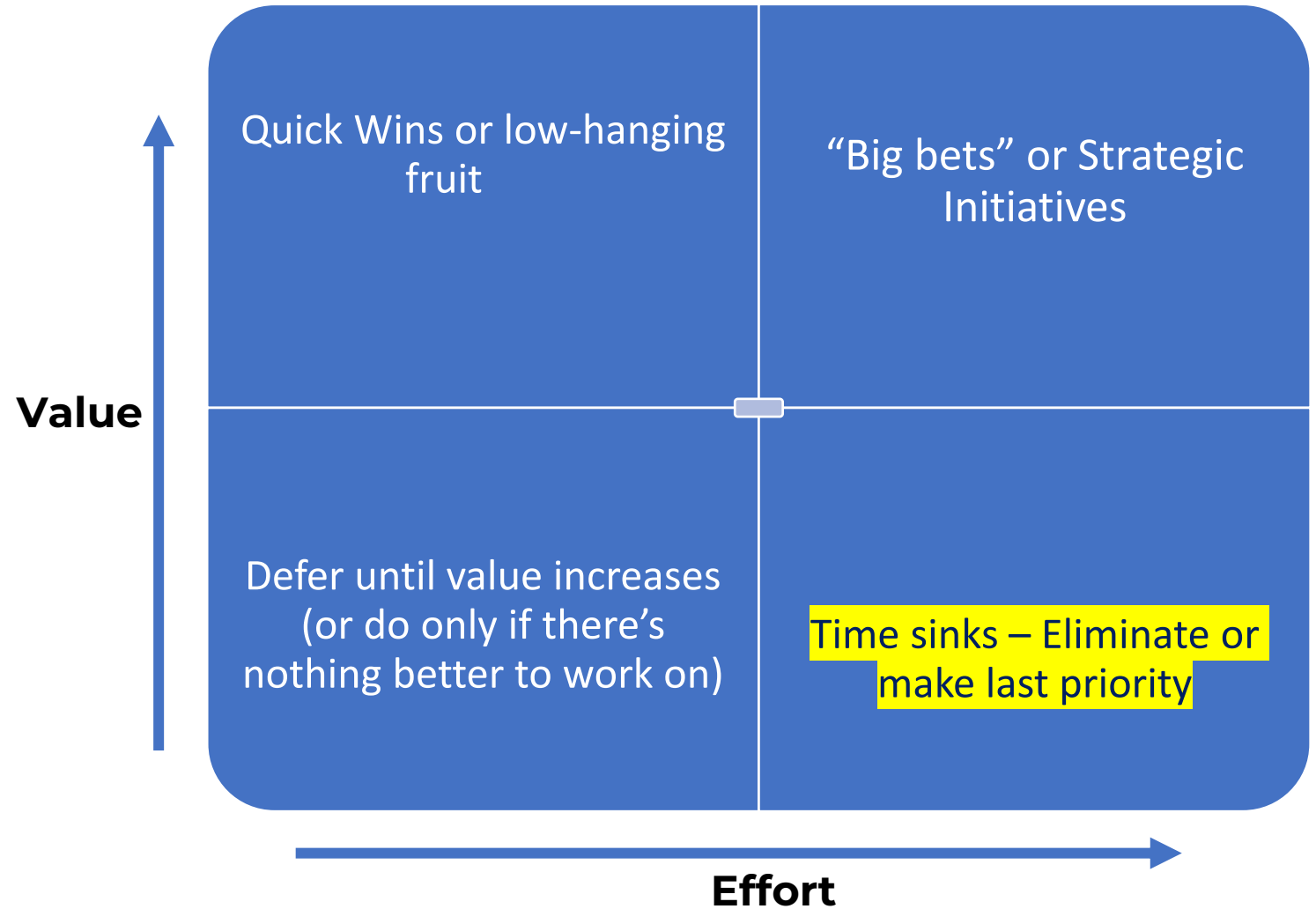


Value vs. Effort Matrix – Sample Task Placement

Role: Supervisor

Task: Recreating reports manually each month because data lives in multiple systems and no standard process exists

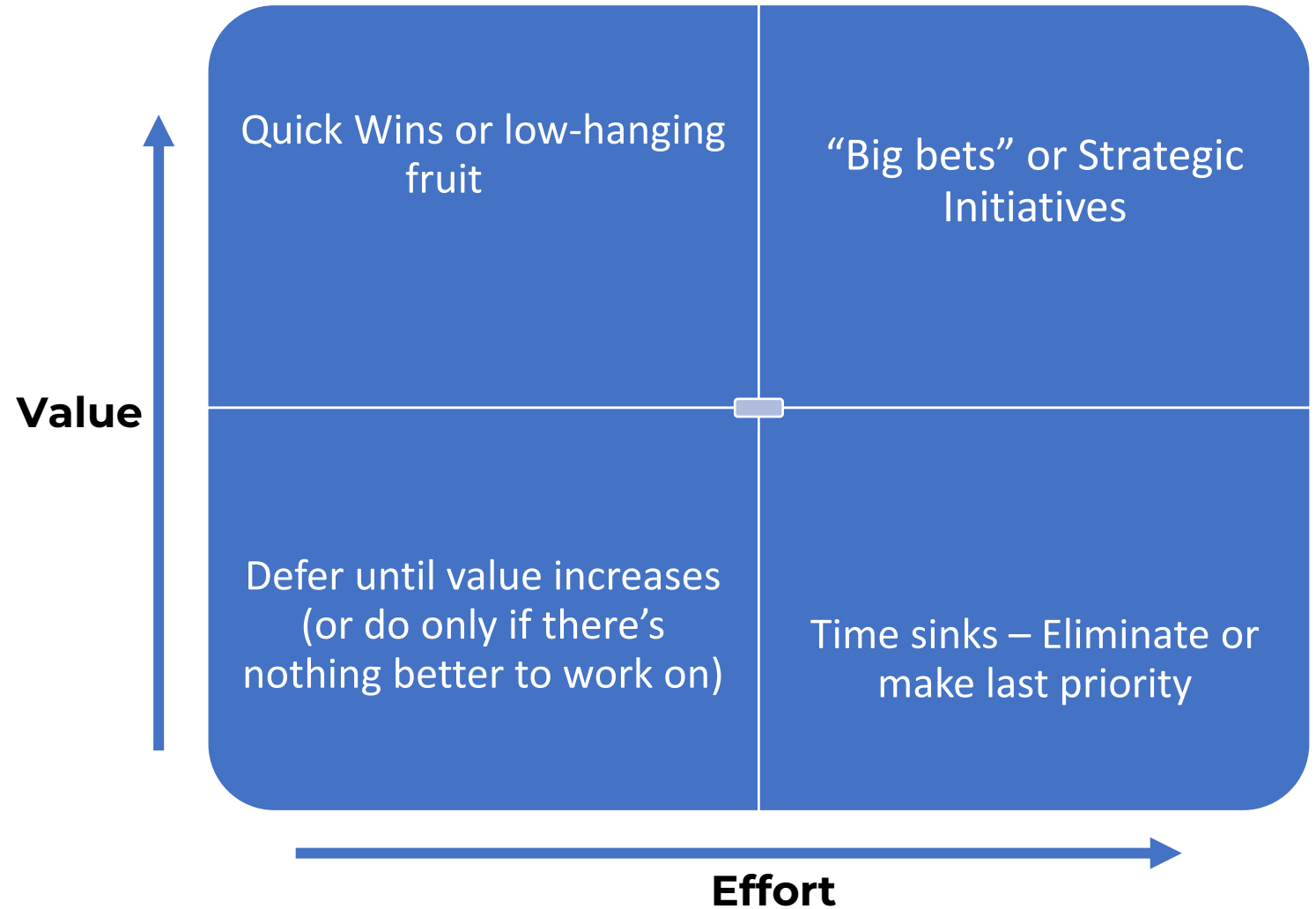
WHY: Consumes significant time without creating new value. The effort stems from a broken process rather than meaningful work.



Value vs. Effort Matrix – Sample Task Placement

Role: Team Lead

Task: Attending recurring meetings where little information is exchanged and no decisions are made

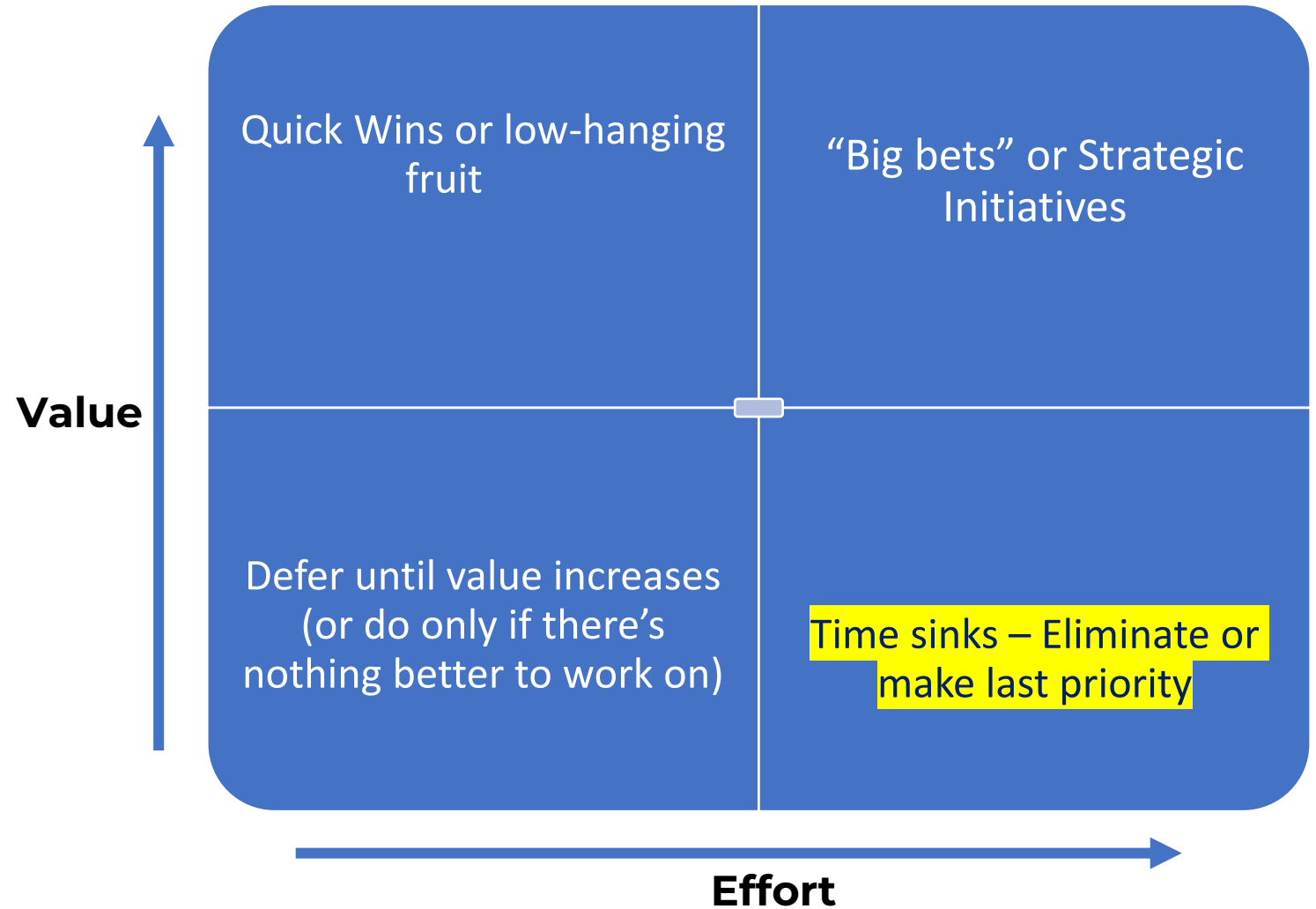


Value vs. Effort Matrix – Sample Task Placement

Role: Team Lead

Task: Attending recurring meetings where little information is exchanged and no decisions are made

WHY: Feels productive because it's on the calendar, but creates minimal value relative to the time invested



Now You Try!

- Choose 3-5 tasks from your real work. These can be tasks you do daily, weekly, or quarterly.
- Place each task on the blank Value vs. Effort grid in your handouts.

Once you have mapped your 3-5 tasks, debate their placement with your table group (or sub-group). Disagreement is encouraged!



Group Debrief

In your groups, discuss the following questions. Please choose a **spokesperson** to report out:

- What surprised you?
- What is one task you realized takes more effort than it's worth?
- What feels responsible—but doesn't materially change results?
- What will you do differently from now on?



Commitment: Stop/Start/Protect

Complete the Stop/Start/Protect activity (see handouts for full instructions):

- **Stop:** One low-value activity you'll reduce, eliminate, or redesign.
- **Start:** One preventive or strategic activity you'll do more consistently.
- **Protect:** How you'll create space for it.

**Turn to someone at your table and share your commitment.
Choose one or two people at your table to share theirs.**

One of the very worst uses of time is to do something very well that need not be done at all.

~ Brian Tracy, Eat That Frog!

The bad news is time flies. The good news is you're the pilot.

~Michael Altshuler

Feedback is a Gift!



Action Items

- Follow through on your 30-day Prioritization Commitment!
- When you see your table mates in the hall, ask them how it's going. 😊



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Questions?

