RESILIENCE · SUSTAIN MOMENTUM

Execution Pacing System

Set a pace your team can repeat, cycle after cycle.

Team _____

Facilitator _____ Date _____

1 · THE LAST FIVE OR SIX CYCLES — WHAT ACTUALLY HAPPENED?

name each cycle, then fill in the crunch signals the team remembers — not load data nobody has

"temporary?"	"temporary?"	"temporary?"	"temporary?"	"temporary?"	"temporary?"

weekend work · late nights · escalations · emergency meetings · carry-over · missed commitments

"Which cycle was the temporary one — and when, exactly, were we going to slow down?"

Then stop talking. Let the silence sit.

2 · THE SUSTAINABLE LINE

a pace you could actually repeat — not your ideal pace

The load per cycle we can hold:

The recovery we protect:

e.g. "maximum one weekend per cycle" · "recovery week protected after a release" · "no two cycles running with carry-over"

3 · THE TRIP-WIRE

an early warning sign that the pace is creeping back (gradually returning)

The signal that tells us we're above the line:

Who watches for it and calls it:

e.g. "a second weekend in one cycle" · "carry-over two cycles running" — one signal, one named watcher

The test: at the end of next cycle, could the team answer "did we hold it?" — yes or no — without debate?

The temporary pace became permanent — and nobody chose it.

Plot remembered signals, not load percentages · the reveal is the question — then let the silence sit · set a line you can repeat · a trip-wire without a named watcher is decorative.

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