



CHAOS TO CLARITY: STRATEGIC TEAM PLANNING WITH A PEOPLE ROADMAP

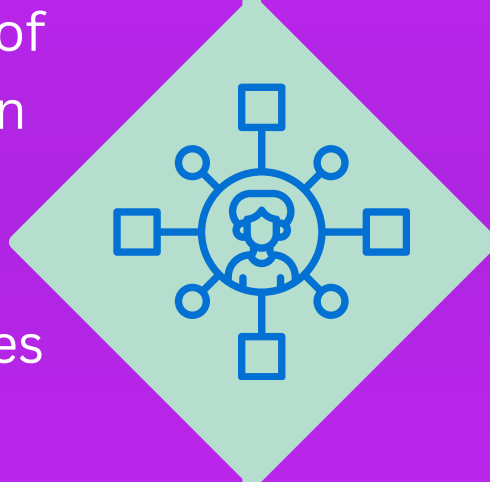
A people roadmap is a strategic plan that aligns your team's growth with your business goals. Much like a product roadmap, which outlines feature development based on user needs and long-term vision, a people roadmap charts the path for hiring, talent development, and organizational evolution. It helps startup founders and small business owners identify gaps, plan for future needs, and ensure they have the right people in place to support sustainable growth.

Managed Chaos Podcast™

PHASE 1: MAPPING YOUR CURRENT STRUCTURE

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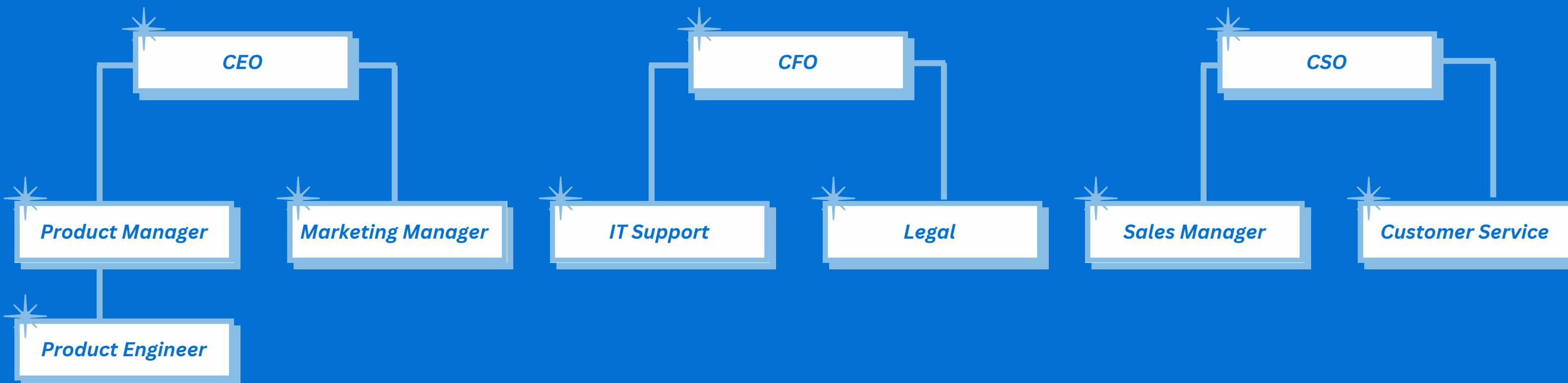
Before creating your roadmap, take stock of where you are now. It's important to use an organizational chart to visualize the team, as well as being able to share quickly or to compare and contrast current/future states as you socialize your plan.



Use the following questions to assess your current team structure and effectiveness:

- **Current Team Composition:** Who is on your team, and what are their roles?
- **Skill Gaps:** What critical skills or competencies are missing based on current activity?
- **Bottlenecks:** Where are processes breaking down due to staffing or expertise shortages?
- **Workload Balance:** Are certain individuals or teams overloaded? Do more people need to be added to support the projection of upcoming workload?
- **Culture & Engagement:** How engaged and satisfied is your team?
- **Turnover Risk:** Are there key people at risk of leaving? If so, why?

EXAMPLE:



Quick Tip:

Remove people's names and titles, and focus on functions and tasks.



PHASE 2: DEFINING YOUR FUTURE STATE



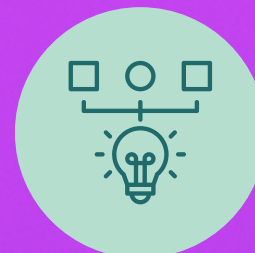
Company Growth Goals

What revenue or expansion targets are you aiming for?



Future Skill Needs

What capabilities will be necessary to achieve these goals?
What projects and plans are scheduled, and what types of skills or knowledge is needed to accomplish them?



Team Structure Evolution

How will your org chart need to shift? Who will be added or moved to best support the new team structure?



Leadership Development

Who needs to grow into leadership roles?



Cultural Goals

What kind of team culture will support your vision?



PHASE 3: BUILDING THE PEOPLE ROADMAP

IDENTIFY KEY MILESTONES AND PEOPLE NEEDED TO ACHIEVE BUSINESS GOALS

Align team growth with business objectives. For example, if you plan to launch a new product in six months, what hires or training will be needed to support that?

PRIORITIZE HIRING & DEVELOPMENT

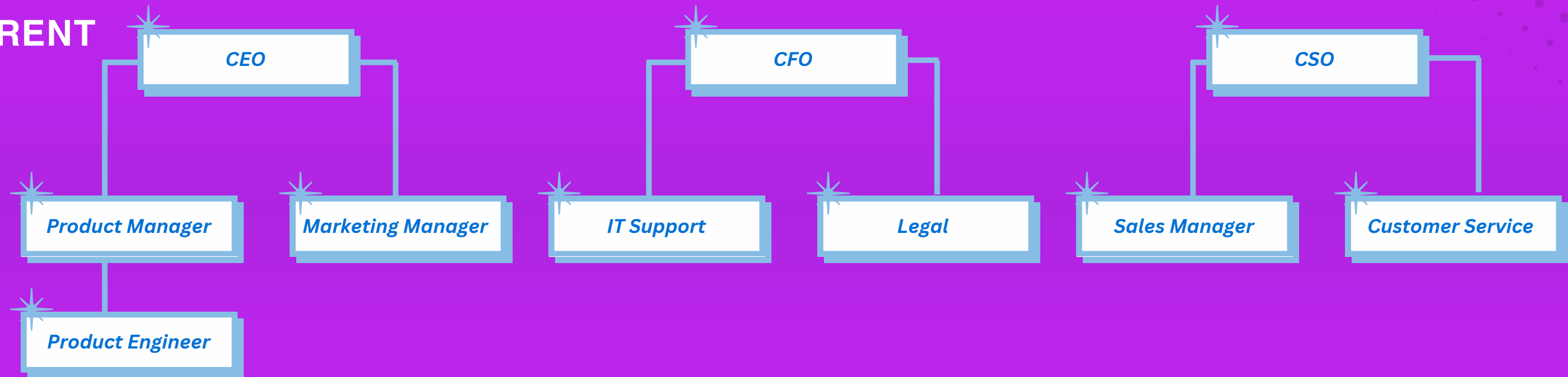
- **Immediate needs** (1-3 months): Address urgent skill gaps.
- **Short-term goals** (3-6 months): Hire for anticipated challenges.
- **Long-term vision** (6+ months): Develop internal talent and refine leadership

MAP OUT ACTIONS & TIMELINES

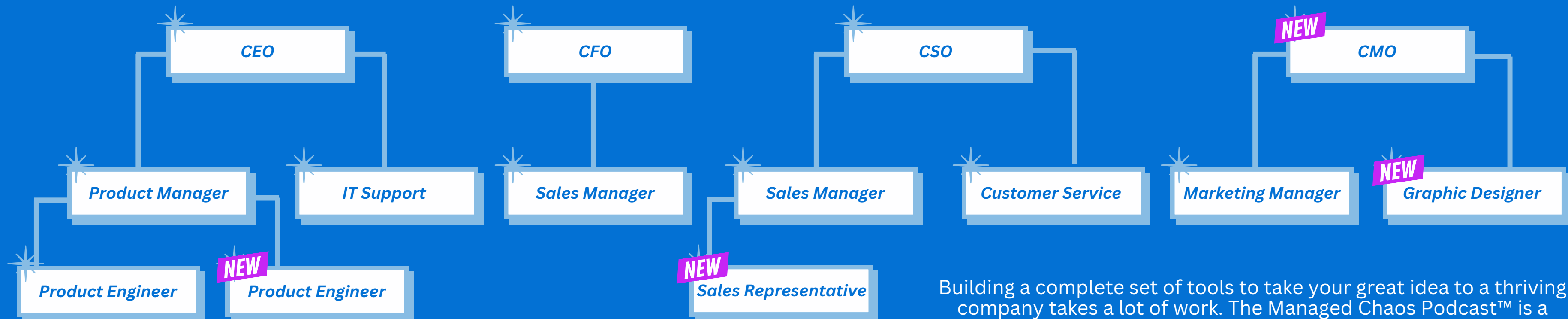
- **Hiring:** When and who do you need to recruit?
- **Training & Upskilling:** What programs or mentorship opportunities should be implemented?
- **Process Improvements:** What internal changes (e.g., workflows, automation) will optimize team efficiency?

PHASE 3: BUILDING THE PEOPLE ROADMAP

PHASE 1: CURRENT



PHASE 3: FUTURE



Building a complete set of tools to take your great idea to a thriving company takes a lot of work. The Managed Chaos Podcast™ is a resource for leaders to engage with the basics of business building. Find out more information about how Managed Chaos Podcast™ can help you at themanagedchaospodcast.com.