

THE NOVEMBER ADVANTAGE



A Leader's Framework for Managing Year-End Energy & Momentum

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THE PROBLEM

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|-----------|---------------------------------------|-------------------------|
| 01 | "Let's just get to Christmas" | <i>Survival mode</i> |
| 02 | "We'll figure out January in January" | <i>Delayed clarity</i> |
| 03 | "We'll plan over the break" | <i>No real recovery</i> |

Result: Teams return 'fresh but unfocused'. January wastes time rebuilding momentum.

THE NOVEMBER FRAMEWORK: FOUR STRATEGIC ACTIONS

01

Validate the Year Nearly Done

Recognise achievements before they become ancient history. Acknowledgement fuels team energy and commitment.

SCHEDULE

Team celebration and/or reflection session

02

Confirm End-of-Year Targets

Remove ambiguity about the final sprint. Let people focus, not second-guess.

SCHEDULE

Leadership alignment meeting (2 hours max)

03

Set Q1 Priorities Now

Co-create with your team while context is fresh. Avoid January scrambles when teams are still on leave.

SCHEDULE

Ask your team to draft their Q1 priorities now

04

Map the Rhythm

What does Q1 look like? Where are the peaks and recovery periods? Which decisions can be made now?

SCHEDULE

Include in Q1 planning session

THE OUTCOME

For Your Team

- ✓ Genuine break without cognitive load
- ✓ Work is recognised and valued
- ✓ Co-created plans, not imposed ones
- ✓ Present with family, guilt-free
- ✓ Return ready to execute, not deliberate

For You

- ✓ Team hits the ground running in January
- ✓ Q1 that executes vs deliberates
- ✓ Momentum from day one
- ✓ Strategic advantage over competitors
- ✓ Sustainable high performance

Block 3–4 hours in your November calendar now. Your January self will thank you.

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