

The Behavioral Health Fix™

30-Day Constraint Sprint Playbook

Turn one clear constraint into a realistic
30-day Find–Fix–Serve sprint.

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<https://www.behavioralhealthfix.com>

30-Day Constraint Sprint Playbook

Once you know your biggest constraint, this short guide helps you design a realistic 30-day sprint around it. Use it to:

- Turn your diagnostic result into one clear 30-day outcome
- Shape low-disruption changes using the resources you already have
- Set a basic weekly rhythm so the sprint actually gets finished

How to Use This Playbook

1. Run your diagnostic and/or team conversation to get a constraint statement.
2. Use this playbook to design and run one 30-day sprint around that constraint.
3. Once you've completed SERVE, go back to FIND and choose the next constraint.

One constraint, one lever, one 30-day sprint at a time. That's how you build a Find–Fix–Serve operating rhythm without overwhelming your teams.

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FIND: Turn Your Constraint Into a 30-Day Outcome

Begin with your constraint statement from the diagnostic or team discussion:

Constraint: “We can’t _____
_____ because
_____.”

Now define a 30-day outcome around that constraint. You don’t need perfect numbers; you need direction.

Fill this in:

- Constraint: _____
- KPI (metric you care about): _____
- Baseline (rough current level): _____
- 30-Day Target (directional): _____

Examples of KPIs:

- % of referrals that reach first kept appointment
- No-show / late-cancel rate
- Days from referral to first contact
- Staff turnover or vacancy rate on a key team
- Average time to complete a critical workflow

Keep it to one KPI for this sprint.

FIX: Choose One Lever (People / Process / Technology)

List 3–5 simple levers you *could* pull at this constraint. Think small and practical.

People levers (examples):

- Clarify who owns a step or handoff
- Add a short weekly huddle around this constraint
- Adjust expectations or scripts for one role

Process levers (examples):

- Remove or combine a step
- Move a check earlier in the workflow
- Tighten one handoff rule (“X owns it until Y happens”)

Technology levers (examples):

- Add or remove a field, view, or filter
- Turn on a simple reminder or flag
- Create a basic list or dashboard view

Now fill this in:

Lever ideas:

1. _____
2. _____
3. _____
4. _____
5. _____

Circle the one lever you can start within 7 days that touches the constraint most directly.

- Chosen lever for this sprint: _____

If you feel yourself wanting to do “all of the above,” pick one anyway. You can run another sprint later.

FIX: Design Your 30-Day Sprint

Use this as your sprint “snapshot.”

- Constraint: _____
- KPI + 30-Day Target: _____
- Chosen Lever: _____
- Owner (one person/role): _____
- Start Date / End Date: _____

Now write your hypothesis:

Hypothesis:

“If we do _____
then metric _____ will improve by
_____ in 30 days.”

Add simple guardrails so you don’t accidentally break something important:

- What we will NOT change during this sprint:

- Risks to watch for (and where):

This page should fit on a single sheet. If it doesn’t, you’re over-complicating it.

FIX: Your Weekly Rhythm (4 Short Meetings)

You only need four touchpoints.

Week 1 – Launch (30 minutes)

With the key people in the room:

1. Establish the constraint and KPI together.
2. Confirm the chosen lever and owner.
3. Clarify what will be done differently this week, specifically.
4. Make sure everyone knows this is a test, not a permanent change.

Weeks 2 & 3 – Check-Ins (10–15 minutes)

Same short agenda each week:

1. What did we actually do around the lever this week?
2. What moved (if anything) in the KPI?
3. What got in the way?
4. What one small adjustment do we want to make for next week?

Capture answers in 3–5 bullet points. Don't turn this into a long meeting.

Week 4 – Decide (30 minutes)

At the end of 30 days:

1. Did the KPI move in the right direction, even a little?
2. Did this change make work feel lighter, heavier, or the same for staff?
3. What did we learn about the constraint itself?
4. Decision:
 - Keep as-is
 - Tweak and run again for another 30 days
 - Stop, and go back to FIND

Write down your decision and why you made it.

SERVE: Solidify Your Wins

If you decide to keep the change:

1. Standardize (One Page)

Capture the minimum you need:

- Trigger (when it applies): _____
- Action (what people do): _____
- Owner (who is responsible): _____

This should still be one page or less.

2. Embed in Existing Work

Decide where this lives:

- Which meeting(s) will quickly review this (name + frequency)?
- Which checklist / workflow / SOP needs a one-line update?
- Which role should hear about this in onboarding?

Write it down:

- We will reference this in: _____

3. Review Briefly

Set a simple check-in:

- Every: month / quarter (circle one)
- We'll look at KPI: _____
- We'll ask:
 - "Are we still doing this?"
 - "Is it still helping more than it hurts?"

If the answer to either becomes "no," change it.

4. Evolve or Retire

Every 90 days:

- If it's clearly helping:
 - Can any part be simplified?
 - Can any part be automated or delegated?
- If it's not earning its keep:
 - Retire it consciously and go back to FIND for the next constraint.

Close the Loop And Choose The Next Constraint

If you've filled this out and run a 30-day sprint, you've already done more than most organizations.

You've:

- Named one clear constraint
- Chosen a single lever instead of trying to fix everything
- Given your team a simple weekly rhythm
- Decided consciously what to keep, tweak, or stop

That is the Find–Fix–Serve operating system in motion.

From here:

1. Don't chase a new problem yet.

Give this sprint time to breathe. Let the new pattern settle. Make sure SERVE is in place so the win doesn't drift away.

2. Then go back to FIND.

Ask, "Given where we are now, what's the next constraint?" It may be in the same domain or a new one. Either way, repeat this playbook instead of starting from scratch.

3. Build the habit, not the heroics.

One constraint, one lever, one 30-day sprint at a time is how you build an operating rhythm that survives turnover, funding changes, and new priorities.

About Isamu



Isamu Pant helps mission-driven leaders make a bigger impact with the resources they already have.

Across public policy, education, behavioral health, and Amazon Web Services, he kept noticing the same pattern: passionate people, well-meaning leaders, and systems that made their work harder than it should be. That realization became his focus.

In behavioral health, Isamu helped organizations untangle tech, data, operations, and clinical workflow challenges that drained their time. At Amazon Web Services he learned how to scale that same approach through clear tenets and lightweight mechanisms, keeping even massive organizations nimble. The lesson was simple: good people don't fail, systems do.

Today, he works with leaders to remove sticky constraints, reclaim capacity, and build operations that serve both their people and their mission through focused 30-day engagements using the Find–Fix–Serve operating system.