

Creating Strategic Perspectives



Achieving consistently high business results requires employees who are engaged and aligned with the organization's direction. *Creating Strategic Perspectives* outlines the manager's role in developing a clear, proactive agenda, communicating in ways meaningful to those doing the work, and maintaining focus on key outcomes. Managers learn to meaningfully link the work of individuals and teams to organizational purpose and strategy by conducting ongoing strategic conversations, and to be proactive about creating a strategy-based agenda for how their team will execute against the strategy of the business. **2 Days**

Benefits	Content
<p>Introduction of concepts and alignment of thinking. Participants come to the session well prepared to engage in facilitated learning.</p>	<p>Pre-Session Preparation</p> <p>Selected readings on leadership responsibility and the framework for strategy execution.</p>
<p>Managers will learn from a strategic conversation with a Sr. Leader in their organization about their company's Core Purpose, Core Values, Envisioned Future, and Business Strategy.</p> <p>They will, perhaps for the first time, assimilate an intimate understanding of their organization's core ideology and a personal commitment to its future and how the organization intends to get there.</p> <p>More importantly, managers leave armed with the tools needed for ongoing strategic conversations with their people to continuously drive employee engagement and accountability for achieving business objectives and team goals.</p>	<p>Leadership Responsibility for Strategy Execution</p> <ul style="list-style-type: none"> • <i>Aligning Strategy, People and Process</i> • <i>What Is Strategy?</i> <p>Strategy-Focused Architecture</p> <ul style="list-style-type: none"> • <i>Core Purpose</i> • <i>Core Values</i> • <i>Vision</i> • <i>Business Strategy</i>
<p>Strategy execution is about alignment; in particular, alignment of the team's capabilities and resources to achieve organizational goals. Analyzing a team's strengths, weaknesses, opportunities and threats through a SWOT process is one of the best ways to find areas of alignment for strategy execution.</p> <p>Objectively assessing internal strengths and weaknesses and their impact on external opportunities and threats provides managers with actionable insight.</p>	<p>Executing Business Strategy – Leveraging Integrated Insight</p> <ul style="list-style-type: none"> • <i>Environmental Scan</i> • <i>Priority Matrix</i>
<p>Post Session Implementation</p>	<p><i>Strategic Conversations</i></p> <p><i>Clarifying Team Expectations</i></p> <p><i>Communicating Individual Expectations:</i></p> <p><i>On-going Support</i></p> <p><i>Measurement & Accountability</i></p>