

Creating Strategic Perspectives

*23 years of
challenging and
changing
individuals*

Value

What people say -

I know I have told you several times the impact you have had on my professional and personal life. Words cannot express my true gratitude, so I will allow my success in the business world and my blessed family life [to] speak to the practice of [the] Mentor Management [Process].



Creating Strategic Perspectives™ provides managers with a forum for understanding and improving their roles as organizational leaders.

At its essence, organizational leadership requires a collaborative and common approach to making sure employees are connected and committed to the future and are able to do their best work to achieve it. *Creating Strategic Perspectives™* offers leaders a developmental leap that empowers the whole organization.

Creating Strategic Perspectives™ is not about creating strategy. This development session is about the strategic priorities that currently exist in a department or organization - and how they translate into possibilities within the participant manager's span of control.

Participant managers work through a process for envisioning what existing strategic priorities mean at their local level, aligning their teams, and leading individuals to execute with a focus on achieving what they envision.

Managers learn how their leadership either helps move their teams to the future, or inhibits the opportunity for innovation and growth. They leave having a personalized road map for improving Vision, Alignment and Execution.

2 days

Designed for common function teams of 6 to 20 participants

Creating Strategic Perspectives

Pre-Session Preparation

- Selected readings on leadership responsibility and the framework for strategy execution.
- Work of Leaders Profile (Assessing individual leadership approaches to Vision, Alignment, and Execution)

Leadership Responsibility for Strategy Execution

- *What Is Strategy?* Organization choices and trade-offs for differentiation within targeted markets.

Discovering Possibilities – *The Future Game*®

- A four-hour simulation that engages participants in the realities current decisions have on a team's ability to realize future possibilities.
- This experience is designed to engage managers in understanding the role they play leading an aligned vision for the future at their local level.
- Teams produce one of five possible futures and highlight the need for an agile mindset and the dangers of "status quo" thinking.

Your Organization or Department's Strategic Priorities

- *Sr. Leader Presentation and open Q & A* – Strategic Priorities for the coming 12-18 months

Work of Leaders – Vision, Alignment, Execution

- ***Crafting a Strategy Based Local Vision*** – Translating what might be the possible outcomes for the manager's local span of control (i.e. regional marketplace) that are enabled by their organization or department's strategic priorities. Managers learn their relative strength for articulating an improved future that their local teams can make a reality.

Exploring Possibilities with Your Team

Leading Boldly

Testing Assumptions

- ***Building Alignment*** – Getting your people to embrace the value of strategy and the future it is designed to create.

Insuring Clarity

Facilitating Dialogue

Inspire

- ***Championing Execution*** – Ensuring conditions are present for the imagined future to be turned into a reality. The bridge between Aspirations and Results.

Momentum – initiating action

Structure – Providing a plan and analyzing information

Feedback – addressing problems, offering recognition

