

Year 3 Running a Learning Organisation: Strategy Presentation

Team Company: Apollo

Team Coach: Emma Sexton

Module Leader: Melissa Henry

Strategy Presentation (50%)	76
WAYA Presentation (30%)	80
Marketing links (10%)	35
Team Registration (10%)	40
Overall Mark:	70%

Marking Criteria

Strategy Presentation (50%)	1st 90-100% Outstanding	1st 80-89% Exceptional	1st 70-79% Excellent	2.1 60-69% Good	2.2 50-59% Adequate	3rd 40-49% Weak	Marginal fail 35-39% Poor	Fail 15-34% Very poor	Fail 0-14% No meaningful attempt
%	100-70%			69-40%			39-0%		
Strategy, Targets and Plans (70%)	<ul style="list-style-type: none"> A comprehensive overview of the process followed to review the strategy, with rationale for 'why this approach to our strategy review' is in the presentation. Detailed evidence of review and planning sessions is included in the Registration Form and/or MS Teams space. Strategic plans are aligned to the team's revisited Mission, Vision and Values and 			<ul style="list-style-type: none"> A clear summary of the process followed to review the strategy, with rationale for 'why this approach to our strategy review' in the presentation. Evidence of review and planning sessions is included in the Registration Form and/or MS Teams space. There is alignment between the team's Mission, Vision and Values and its plans. 			<ul style="list-style-type: none"> There is only evidence of one relevant activity in a Training Session and the process of reviewing the strategy is not adequately explained. Goals and targets address only issues within the team but do not respond to external business opportunities, and/or do not build on the previous year's performance. 		

	<p>the team has effectively communicated its purpose.</p> <ul style="list-style-type: none"> Goals and targets are: <ul style="list-style-type: none"> Ambitious and have been evaluated against previous achievements. Based on clearly identified issues within the team. Based on an analysis of external business opportunities/threats. Informed by critical evaluation of input from the Module Leader. Detailed plans include activities through the year, with several clear milestones and consideration of resources (e.g. money, people, knowledge) to meet all objectives. The templates that will be utilised to monitor progress towards goals/targets are accessible on MS Teams. 	<ul style="list-style-type: none"> Goals and targets address key elements (see “Excellent to Outstanding” column on left), but may be ‘over or under’ ambitious. Plans include activities through the year, with milestones to meet all objectives. The templates that will be utilised to monitor progress towards goals/targets are accessible on MS Teams. 	<ul style="list-style-type: none"> The links between the team’s Mission, Vision and Values and plans are vague or omitted. There is no evidence that the team has reviewed its Mission, Vision and Values since year 2. The plans are incomplete or vague and/or there are no milestones set. There are no templates for monitoring progress towards goals/targets on MS Teams.
Communication (30%)	<ul style="list-style-type: none"> The presentation is professional both in appearance and content, with a clear structure and effective use of images/graphs. Responds effectively to Q&A, with all team members demonstrating a thorough understanding of the strategy. Requested evidence was accessible and clearly aligned to the strategy. 	<ul style="list-style-type: none"> The presentation is reasonably professional with some level of structure. Responds well to Q&A, with most team members demonstrating some understanding of the strategy. Requested evidence was mostly accessible and aligned to the strategy. 	<ul style="list-style-type: none"> The presentation lacks professionalism and structure. The team struggled to respond to Q&A effectively. Requested evidence was not available.

Feedback on Strategy Presentation:

Strategy, Targets and Plans:

Your presentation included a comprehensive overview of the process followed to review your strategy, with clear explanations supporting approaches taken. Strategic plans are aligned to the team’s revisited Mission, Vision and Values and the team has effectively communicated its purpose. Think about how to continue

using Deep Democracy (or look at Sociocracy) to strengthen the alignment of MVV and plans. The working groups approach seems more aligned to team culture, however how will you capture and retain the learning for the whole team?

There was evidence of some review and planning sessions on Notion but there could be a more structured documentation process for training sessions, rather than depending on who takes notes you could define what should be noted, e.g. decisions, actions, processes used, observational notes, etc. Also it was not obvious where to find information, this could be signposted for future review by Team Coach and Module Leader.

Goals and targets are very clear and mostly ambitious, informed by previous issues/challenges. Clear milestones evident for each goal, and activities reveal the interdependencies between the goals. Clear KPI's, effective template approach and good use of graphs to illustrate targets and monitor progress. The Community Contribution and Sustainability Goals could be more ambitious and thought through, based on feedback previously received. There is little evidence that they have been based on an analysis of external business opportunities/threats. However, they were Informed by critical evaluation of input from the Module Leader and Mentor.

Communication:

Your presentation was very professional with everyone knowing their content well. Team members were effective at delivering in an engaging way with good use of eye contact and clear vocal delivery. It was good to see some team members presenting on areas which were less familiar, which showed a good level of understanding of the overall strategy by the team as a whole. The slides were professional, including the use of branding, structure, images and graphs to enhance the written content. Good responses during Q&A which built on each other's points well. It was useful to highlight that some members were focused on presenting and others on responding during the Q&A.

WAYA Participation (30%)	1st 90-100% Outstanding	1st 80-89% Exceptional	1st 70-79% Excellent	2.1 60-69% Good	2.2 50-59% Adequate	3rd 40-49% Weak	Marginal fail 35-39% Poor	Fail 15-34% Very poor	Fail 0-14% No meaningful attempt
%	100-70%			69-40%			39-0%		
Effective and Engaging Presen- tation and Discussion	<ul style="list-style-type: none"> The whole team was present* and proactive during the WAYA. Presenters were not reading off devices or notes and had memorised their part, and were on time (5 mins) 			<ul style="list-style-type: none"> More than 80% of the team was present* and active during the WAYA. Those presenting were not reading off devices or notes and had memorised their part and were on time (5 mins). 			<ul style="list-style-type: none"> Approximately half the team were present and active during the WAYA, but did not stay for the duration of the event or were late. 		

<ul style="list-style-type: none"> Team target representatives found creative and engaging ways to interact with their peers during exploration of targets. The team communicated key learnings around their targets and how they were going to implement the learning. <p>*Excluding those with personal circumstances agreed and communicated with the Module Leader as defined under the Mark Variation guidance.</p>	<ul style="list-style-type: none"> Team target representatives interacted with their peers during exploration of targets. The team communicated key learnings around their targets but lacked clarity on how they would implement their learning. 	<ul style="list-style-type: none"> Most presenters read off their phones/notes and/or the presentation was too short or long. Team target representatives did not interact with their peers during exploration of targets. The team lacked clarity on key learnings around their targets and/or how they would implement their learning
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Feedback on WAYA Presentation and Discussion:

The whole team was present, except Shaan who has prior approval for not attending due to living abroad. (In future, ensure all team members are clear that they are expected to remain engaged for the entire WAYA, as Melissa had to remind a few who requested to leave early.) Feedback from other Team Coaches reflect that you conducted an excellent and entertaining presentation. During the interactive session, two team members (James and Jaymie) took facilitator roles and helped to plan and run the session. The rest of the team actively participated in the small groups. How will you use the feedback you received to ensure you gain the most value from it?

Marketing links (10%)	1st 90-100% Outstanding	1st 80-89% Exceptional	1st 70-79% Excellent	2.1 60-69% Good	2.2 50-59% Adequate	3rd 40-49% Weak	Marginal fail 35-39% Poor	Fail 15-34% Very poor	Fail 0-14% No meaningful attempt
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Professional Team Page and Social Media links	<ul style="list-style-type: none"> A Team Page hosted on the TE website with links to one or more social media account which is designed to showcase the team activities and interact with several audiences (detailed in the presentation). The Team Page includes key information such as: 			<ul style="list-style-type: none"> A Team Page hosted on the TE website with a link to at least one social media account, showcasing all current team projects. One element of key information (see Exceptional descriptor to the left) is missing. 			<ul style="list-style-type: none"> The Team Page includes few design features and a lack of team branding. There are inconsistencies in the style of writing and/or design. There is incomplete information e.g. current projects or other key information is missing. 		

	<ul style="list-style-type: none"> o What the team offers and how this might benefit clients or customers o Team projects and key learning gained from them o Team members' profiles (e.g. role within the team, ventures that they run etc.) o A call to action and info on how to contact the team • The appearance of all web pages and social media accounts is visually consistent with the presentation. • The text is appropriate for external audiences, using engaging language without jargon. • Photos of team members are professional and use a consistent style/format. 	<ul style="list-style-type: none"> • The appearance of web pages and social media accounts is visually consistent with the presentation. • The text is appropriate for external audiences, avoiding the use of jargon. • All team members are featured on the webpage, either their role in the Team Company or their ventures are featured. 	<ul style="list-style-type: none"> • The page is not suitable for an external audience and there is little consideration given for promoting the team to external stakeholders and providing a call to action.
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Feedback on Marketing Links:

The website is visually appealing, with some key features listed, however it lacks meaningful links or information. Currently it lists some ventures with no links to sites. It shows team members with no explanation or introduction to who they are (linked in?). Apollo's social sites are inactive. Refer to the points in the marking grid to review what is missing and consider how to use the website as a tool for the Apollo learning organisation, aligned to your MVV. Also, the website link should be accessible through the TE website, which it is not.

Registration Form (10%)	1st 90-100% Outstanding	1st 80-89% Exceptional	1st 70-79% Excellent	2.1 60-69% Good	2.2 50-59% Adequate	3rd 40-49% Weak	Marginal fail 35-39% Poor	Fail 15-34% Very poor	Fail 0-14% No meaningful attempt
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%	100-70%	69-40%	39-0%
Updated and Complete Registration	<ul style="list-style-type: none"> Comprehensive and accurate registration information with a clear log of changes, with links to meeting records accessible by all assessors. 	<ul style="list-style-type: none"> Key changes from last academic year have been captured and information is up-to-date and accurate. 	<ul style="list-style-type: none"> The registration form has not been updated since last academic year and/or some information is out of date or incorrect.

Feedback on Registration Form:

The registration form has been updated with team roles, and your mark variation policy. The team projects/ventures are not the same as listed on the website, which one is the most updated/correct? The constitution has not been finalised yet, it seems in 'draft mode' still and also some signatories are missing (surely there is no point signing it until it is finalised anyway, otherwise what are you agreeing/committing to?). Also the Team Coach Contract has not been signed by all team members. Although your policies and procedures are outlined, these have not been discussed and agreed with the team.

Mark Variation:

The mark variation policy clearly only has one requirement at present which was met by all members in the team.

However, Sam Geracitano and Shaan Sisodia will receive '0' due to their non-participation in strategy preparation activities leading up to the strategy presentation.