



Beyond Strategic Planning: From Implementation to Sustainment

Website: www.btsconsultant.com

Email: info@btsconsultant.com

Telephone: 00971-2-6446633

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Course Summary:

Having a strategic plan doesn't guarantee that you will succeed in achieving your goals, much less sustain them. Once you have your strategy, the crucial question is what do you do next to achieve your goals?

Designed for managers and leaders responsible for the implementation of strategic plans, this program will help you successfully navigate challenges and provide a guided structure for seamless execution and sustainment of organizational, departmental, and project-specific plans.

A strategic plan is a valuable asset when combined with both guided implementation and a sustainment plan. It's the engine that will drive your organization toward a goal or successful change initiative. Your strategic plan without execution and sustainment is a wasted effort.

This unique program introduces elements not found in other strategic planning programs, as it provides an end-to-end approach to the strategic planning process at every touchpoint, and bridges the gap between strategy, execution and sustainability. This seminar provides a systematic framework in which structure follows strategy.

Program Benefits:

- Discover a forward-thinking winning competitive strategy, superb organizational execution, and the resilience required for sustainability
- Establish a process to embed your strategy into the daily life and operations of the entire company
- Hear tales from the field led by implementation experts from McKinsey & Company
- Create a culminating project that will have you leave with a roadmap for launching strategic plans that meet your organization's goals

Topics Covered:

- Frameworks that close the gap between the goals of different teams and departments to successfully execute innovation across an organization
- Developing strategic plan and change initiative roadmaps for sustained value
- Guided implementation to operationalize strategy
- Organizational alignment and adoption
- Strategies for sustaining and renewing plans

Who Should Attend?

This program is designed for team leaders, change agents, project managers, and strategy implementers who are focused on the execution and sustainability of a strategic plan.

Course Outline:

DAY 1

Strategy is Everyone's Business

- Organization's Vision, Mission, Values and Goals
- Using Scenarios to Envisage Possible Futures
- Assessing and Managing Risk
- Factors Influencing Decision-making
- Aligning Individual Tasks and Behaviors to Organizational Goals

DAY 2

Strategic Planning

- Using PESTLE to Analyze External Factors
- How to balance the needs of diverse stakeholders?
- Analyzing the Capabilities of your Own Organization
- Undertaking Valuable SWOT Analyses
- Turning Analysis into Strategic Plans

DAY 3

Overcoming the Challenges of Strategy Implementation

- Develop Staff Engagement - *hearts and minds*
- Make Use of Varied Communication Methods to Raise Strategic Awareness
- Learn to Link Individual Goals and Tasks to Organizational Objectives
- Use Measurement to Track Performance and Predict likely Outcomes

- Understand How a Learning Organization Links Detailed and Messy Implementation to Strategy Development

DAY 4

Developing Strategic Leadership Skills

- Understanding Barriers to Change
- How to motivate staff to deliver high performance?
- Developing Your Leadership Skills: Situational Leadership
- Using Coaching Skills to Deliver Higher Performance
- Develop Your Interpersonal Communication Skills

DAY 5

Ensuring Organizational Procedures Support Strategy

- Recognize the Dynamic Tension between Change /Innovation vs. Compliance
- Recognize Elements of Organizational Culture which help Effective Strategy Deployment
- Learn to Make the Performance Appraisal an Effective Tool in Delivering High Performance
- How to ensure the strategic planning process delivers effective outcomes?
- Next Steps