

LEADING STRATEGIC PERFORMANCE

Program Overview:

Most leaders will appreciate that it is not enough to have a well thought out strategy, what then becomes critical is the leader's ability to convert the strategic intent into an operational plan with tangible, measurable outcomes.

Performance while derived from strategy is driven through people abilities supported by a high-performance culture hence it is important to explore and understand these elements and how they drive strategic performance.

Key Benefits:

Through this workshop participants will learn how to translate strategy into an operational plan with tangible metrics. As leaders driving performance within their functions/ teams the workshop would give them an insight into their individual orientations to drive and lead performance through individual and team efforts.

Through the course of it participants will:

- Learn to convert strategic intent into tangible performance outcomes
- Gain insights into individual orientations to lead performance
- Build skills that are key to driving performance
- Learn to build, nurture and shape a performance culture within their businesses/ functions

Individuals who can benefit from the program:

The program is best suited for individuals involved with implementing strategies and strategic initiatives. Some experience in formulating strategy is helpful, but individuals moving into a position that requires strategic planning may also benefit because they will have the opportunity to consider the full process of formulating and executing strategy through this program.

- Senior business and functional leaders
- Zonal and regional leaders
- Leadership teams of mid-sized businesses

Content Highlights:

Converting strategic intent to an operational plan:

- Understanding the drivers of strategy: Consider strategy execution from a range of lenses including leadership, organizational culture, talent management, and capabilities

- Converting strategic intent into a business plan and a budget
- Building an operational plan from the business plan

Driving Performance:

- Performance contracting for driving accountability: Understand how to get buy-in, clarify responsibility and accountability, and create proper incentives
- Setting standards and stretching human ability
 - Individual leadership orientation to nurturance
 - Develop and access the necessary resources for implementation regardless of whether they are located inside or outside the organization

Building a high-performance culture:

- Culture as the link between strategy and performance

*The content framework is built using our proprietary model on driving performance, which has been designed with three decades of business experience

Our Design:

The workshop has been designed to be highly experiential with small-group exercises, structured simulations, proprietary case studies and curated films and interviews.

The theoretical constructs and exercises are based on published researches by David McClelland.

Our proprietary psychometric tool will give participants an insight into their individual performance orientations.

Duration:

This is a three- day workshop in its current design. Based on specific needs of a group/ organization this can be customised in content