

Strategic Team Planning

Change Management Program

Our Strategic Team Planning Program (STP) will guide your intact team through an annual process that focuses on celebrating wins, course-correcting what didn't work in the past year and looking ahead to gain alignment for the coming year's goals and objectives. The plan is designed to move your strategy forward in support of the company's mission, vision, values, and long-term objectives. The process is sustainable year-after-year inside your company.

Through the process, the team shifts this awareness into positive behaviors that create higher levels of accountability, responsibility, and results. An additional benefit is the identification of critical metrics that guide relevant course corrections to ensure success. An internal client coordinator is trained in the implementation and administration of the STP thereby supporting sustainability.

Program Outline





Preparing for Your STP

- Preparing your team for the program
- STP process and key outcomes
- Previous year analysis
- Strawman process completed with leaders
- Identify and implement customizations for team or organization





Implementation of Sustainability

- Multi-phase STP retreat with key players
- Align on one-year strategic plan, meaningful objectives, and supporting projects
- Identification of dashboards and metrics—who will be tracking goals and projects?
- Introduction of Team Accountability

Challenges

-  No clear way to measure individual and team goals and progress
-  Individuals aren't being accountable- no one taking responsibility for their roles
-  No clear course correction preventing a repeat of past mistakes
-  Lack of professionalism around personal and team goals

Results

-  Creates a high performing work team
-  Improved cross-functioning and more honest, empowering communication
-  Increases alignment and accountability and measurable objectives
-  Identifies metrics to track the involvement of individuals in the achievement of goals