

# **Beyond Leadership: Critical Skills for Aligning Corporate Strategies and Improving Business Performance**

## **5 Days**

### **Overview**

The key to any organizations strategic success is in the implementation. Whether you are a leader or manager, it is your implementation of the strategic goals and objectives that will dictate the future success of your organization.

This course covers a range of skills and concepts that you will have to master to ensure the successful implementation of your organization's strategic plan.

### **Aims**

To help you learn that:

- Three words that matter most after the strategic plan has been built - "Implementation", "Implementation" "Implementation"
- What is required to achieve maximum influence and master techniques to inspire, impress and direct your peers
- To successfully communicate strategy to those who must make it happen
- A well structured performance management system is vital to successfully implement strategy
- There may be a need to redesign your organizational structure to assist in strategy implementation
- People are a key component in ensuring that a corporate vision and mission are put into practice

### **Module Content**

- A revision of strategy and strategic planning
- Handling change management
- Organization design and development
- Communicating the strategic focus
- Managing performance to maximize results
- Aligning corporate learning
- Developing strategic influencing skills
- Developing corporate performance metrics

## Learning Outcomes

Following completion of the course, you will know how to:

- Improve your essential management and leadership skills
- Manage an organization in times of constant change
- Deal with teams and individuals so as to maximize the efficiency and productivity of the organization
- Use a toolbox of skills that will help you perform your own role effectively
- How to manage the relationships with all the stakeholders of your organization
- Understand the steps necessary to ensure successful implementation of the plan
- Ensure that your human capital is properly used in implementing your strategic plan
- How to keep everybody goal oriented
- Communicate your organization's strategic focus
- Handle the change necessary as a result of the strategic plan
- Monitor progress of strategy implementation
- Build a learning organization that backs up your strategy

## Target Audience

- Managers and leaders looking to increase their success in implementing strategy
- Functional managers that want to influence the future success of their department or organization
- Operational staff who define and implement organizational, business unit or divisional objectives
- Executives and professionals responsible for structuring and implementing change
- Managers and leaders who want to influence the performance focus of their decision making

## Skills you will need to develop to put your learning into practice

- An clear understanding of your organizations goals and objectives both short term and long term
- An understanding of how to formulate goals both for your unit and its employees
- An understanding of employee motivation
- The use of empowerment techniques
- Managing your role to maximize work-life balance
- An understanding of current thinking about how to manage and lead a 21<sup>st</sup> century organization
- Ability to think and act outside your comfort zone
- Develop characteristics that are present in exceptional leaders
- An ability to manage upwards to ensure that you can implement your strategies and plans
- Good communication skills

### **Behaviours you will need to develop to put your learning into practice**

- A genuine desire to help people improve their performance both for the organization's and the individuals benefit
- Being able to articulate the organization's vision, goals and objectives
- Ensuring the individual knows how their role fits in the organization
- Ability to show leadership and have credibility with subordinates
- Personal behaviour that reflects the organizations values and culture
- An open communication style

### **Program Outline**

#### **Day 1 - Strategic Planning Revisited and Change Management**

- Formulation of goals
- Development of implementation strategies and infrastructures
- Implementation of policy changes having a broad corporate impact
- Mitigating employee resistance
- Involving employees in change
- Training and development
- Communications
- Organizational design
- Affirmative Action

#### **Day 2 - Communicating the Strategic Focus**

- Internal advertising
- Participation
- Removing obstacles in the culture
- Reinforce through daily use
- Model the behaviour
- Holding group and team meetings

#### **Day 3 – Managing Performance to Maximize Results**

- Implementing a performance management system that drives results
- Identifying employee strengths
- Improving productivity
- Reinforcing positive behaviours
- Design of appropriate incentive strategies and total compensation packages
- Aligning compensation plans to support overall corporate strategy
- Developing and implementing long-term employee relations strategies
- Talent management

**Day 4 - Aligning Corporate Learning with Business Strategies: Making Learning Count for the Business**

- What is “learning?”
- How is the learning agenda influenced by business conditions?
- What are the most powerful learning priorities for major business strategies?
- What are the design parameters of the most effective learning activities?
- Who’s the learning leader, and what is a CLO all about?
- How should learning investments and organizations be managed and measured?
- How important is learning today? Why do we care?
- What influences the learning strategy?
- What are the components of today’s learning system?

**Day 5 - Organization Design and Development, Innovation and Performance Measurement**

- Design and reengineering of business organizations as new products, processes and technologies are developed and nonvalue-added ones phased out
- How to build an innovative organization?
- How to measure the performance against goals and objectives?
- A personal action plan