



Strategic Alignment Workshop

Purpose

As Organizations confront complexity in a rapidly changing marketplace, there are two common responses. One response is guided by the instinct to fully understand the all of the market dynamics before taking action. A second response is guided by the instinct to just try something new. Sometimes these two responses coexist along with plenty of confusion. Other times the result is frustration and unproductive conflict. Without understanding, reconciling, and aligning the various points of view, organizations often end up with each leader pulling in a different direction, negatively impacting productivity and profitability.

How can everyone quickly get on the same strategic page and stay open and responsive to change? The Strategic Alignment Workshop (SAW), guides executives and strategic decision making groups of up to fifty in quickly identifying where the commitment to investing energy and resources is shared and holds the highest probability of success. It is the culmination of work by leading futurists to rapidly build a shared understanding of challenges, describe a successful future, and identify opportunities for aligned action.

Learning Objectives

Participants learn to:

1. Express points of view succinctly and completely
2. Suspend judgment while listening to others perspectives on external challenges and trends
3. Identify sources of complexity, strength, and vulnerability within the organization
4. Understand how others see strengths and vulnerabilities impacting the organization
5. Identify key elements of a successful future without getting stuck in personal agendas
6. Identify the handful "high impact" critical factors that lead to realizing success
7. Prioritize critical factors in terms of opportunity for improvement
8. Explore the group's degree of alignment with the agenda and potential sources of divergence
9. Create action plans for moving through complexity to success
10. Anticipate and overcome predictable, real obstacles to acting with aligned energy

Results

For Leadership Teams:

- Structured and open method of gathering the best ideas
- Reduced impact of rampaging or stubborn team members
- Greater sense of involvement in and commitment to strategy and its execution

For Executives:

- Insight into best and brightest reasoning and recommendations
- Quality information upon which to base strategy and investment
- Increased influence with important but reluctant executive team members

For Your Company:

- Shared information, experience and understanding to guide daily decision making
- Thorough and efficiently defined best path forward
- Involved and engaged leadership team(s)

Configurable Modules

1. Strategic Challenge and Pre-Work
2. Framing the Challenge
3. Changes and Trends
4. Internal Strengths and Weaknesses
5. Successful Outcomes
6. Critical Success Factors
7. Opportunity Mapping
8. Opportunities for Immediate Action
9. Overcoming Visible Obstacles

Common Participant Roles

- Chief Officer Teams
- Senior Executives
- A Chief Officer and Their Functional Team
- Business Unit Leadership Teams
- Self-Directed Teams
- Customer Advisory Councils

Details and Logistics

Most Strategic Alignment Workshops are delivered as one to one and a half day workshops. A highly structured experience with an emphasis on understanding the degree of alignment among participants can be facilitated in less than three hours.

Although SAW modules can be delivered as independent units, this approach is not recommended. The interconnectedness of exercises and dialogue, and the intense consideration of alternatives yield the best results when undertaken in at least half-day increments. In fact, participants often report that having a night to “sleep” on conversations yields fresh insights.

Strategic Alignment Workshops are most effective when conducted immediately following a business reporting meeting, and designed to identify and align around the organization’s agenda for the next 18 to 36 months.

Contact us, share what you want to achieve, and let one of our associates recommend a configured solution that accomplishes your objectives.

Why Strategic Learning?

For more than 20 years Strategic Learning has partnered with customers to create and implement performance improvement solutions that deliver on our customers’ intended business results. Our learning solutions are informed by decades of research, and configured to the realities of each customer’s experience. By blending our ability to engage people in discovering their potential with each customer’s unique business insights, we accelerate profitable growth.

Please call us to explore how we might support you in your journey to discover human potential and accelerate profitable growth.