



Developing and Implementing Strategic Planning.

PIK579-0425 LON-1



Place: London (UK)

Venue:

Start Date: 07-04-2025

End Date: 11-04-2025

PPP: £4950



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**If you can't train them,
you can't blame them!**

Short Description:

In the first decade of the 20th century business and organisational researchers and writers have increasingly made it clear that the two key things that increasingly distinguish the most successful and top-performing organisations from those that are mere "also rans" are strong strategic management and visionary leadership. Never has it been more important to move from merely managing organisations, focusing only on operational decisions, to strategic leadership. Without a clear and motivating vision and a skilled leadership team to move the organisation towards the vision the successful organisations of today may not even survive the next decade. Thus, effective strategic leadership is central to the future success of any organisation. This starts with defining a clear strategic vision "setting out the leadership team's strategic intent for the organisation and its various businesses. This then needs to be translated into an agenda for action" not merely a "strategic plan" but a set of guidelines or a road map clearly setting out where the business needs to go and empowering managers at all levels to make the multitude of decisions that they need to make in the clear understanding of where the business is heading. But finally, the organisation needs managers to move from transactional management to transformational leadership. Real strategic management requires that leaders at all levels create the mindsets and behaviours that are needed to transform the organisation from its existing paradigm to the new strategic paradigm that the vision sets forth. This new programme will focus on the strategic thinking and leadership behaviours that a high-performance organisation needs to guide it to a successful long term's future.

Course Overview:

The Goals:

This intensive five-day programme will help you to learn how to:

- Develop the three key strategic agendas for leaders – Intellectual, Managerial and Behavioural.
- Enhance and improve your own and your organisations strategic thinking and ability to envision powerful strategic futures.

- Generate and support effective strategic thinking at all levels in the organisation.
- Identify the most effective balance of Operational Excellence and Breakthrough Strategic Performance.
- Identify critical strategic issues and opportunities.
- Prioritise issues based on their capacity to enable real value creation.
- Lead and motivate teams and businesses in diverse, turbulent and complex environments.

The Benefits:

Following completion of this unit, you will know:

- Interpret the internal and external forces shaping the future.
- Develop an effective strategic roadmap through a clear vision and statement of strategic intent.
- Identify the competencies and capabilities of strategically agile and effective organisations.
- Recognise your own strategic leadership style, and the styles of others – and match leadership styles to the strategic necessities of the roadmap.
- Effectively prepare and guide your organisation, unit or team towards the vision.
- Motivate people towards the strategic 'light on the hill'!
- Command respect.

The Results:

This unit has been designed to assist you to develop your ability and capabilities to:

- Think strategically about your organisation's future.
- Identify strategically important issues and opportunities.
- Interpret and identify the strategic implications affecting the organisation now and likely to impact on the organisation's future.
- Clearly articulate a strategic vision and a statement of strategic intent.
- Your skills in translating strategic vision into a clear roadmap for the organisation/ unit / team's future.
- Identify the mindsets and behaviours needed to achieve the vision and follow the roadmap.
- Identify and communicate clear strategic implementation plans and practices.
- Develop your own strategic leadership styles.
- Develop leadership within others in your own organisation, unit or team.
- Motivate people to achieve breakthrough performances.

The Core Competencies:

This unit will assist you to understand and enhance your strategic behaviours around:

- Analytical strategic thinking.
- Strategic visioning and articulating plausible futures for an organisation, unit or team.
- Communicating strategic intent and a strategic roadmap.

- Effective implementation planning.
- Structuring effective strategic teams and systems.
- Displaying strategic leadership.
- Balancing the demands for performance and strategic longer-term success.
- Developing strategic leadership throughout units and teams.
- Motivating and influencing people to achieve strategic success.
- Allocating hard and soft resources to the places which will have maximum strategic impact.

Program Outline:

Day 1: Understanding The Strategic Environment

1. Understanding the strategic leadership agenda – intellect, management and behaviours.
2. Recognising and interpreting forces in the strategic environment.
3. Analysing and prioritising strategic issues.
4. Formulating strategic vision and expressing strategic intent.
5. Developing a strategic roadmap.

Day 2: Understanding Strategic Models and Paradigms

1. The strategic journey – common models and frameworks for strategic thinking (*from Ansoff to Hamel via Porter and Mintzberg*).
2. Identifying strategic horizons and using the 7S framework.
3. Recognising and developing the characteristics of strategic agility.
4. Understanding Strategic Competences and Skills.
5. Leveraging Strategic Competences.

Day 3: Effective Strategic Implementation

1. Strategic implementation tools and frameworks.
2. Structures and systems for strategic agility and performance.
3. Monitoring and adjustment.
4. Measurement, Analysis.
5. Knowledge Management.

Day 4: Strategic Leadership

1. Preparing for the future.
2. Effective styles and practices for strategic leadership.



3. Recognising, analysing and developing the strategic leadership styles used by you and others.
4. Developing inspiration and motivation.
5. Communicating the roadmap and gathering support.

Day 5: Driving Strategic Performance & Success

1. Transforming the organisation to enable strategic success.
2. Balancing the focus on performance and strategy.
3. Spreading leadership capabilities throughout the organisation.
4. Maximising organisational learning and knowledge transfer to embed strategic success.
5. Case-Study and program's summary.