



The Business Empowerment Range™

**Discover the Power of
Strategic Planning
for Your Teams**

JFP
STRATEGIC PLANNING

Introduction

- **Who we are**
- **In this presentation we will look at:**

The power of communication

The power of buy-in

About authority and responsibility

Why plan?

The processes of team strategic planning

What is team strategic planning?

The key elements of team strategic planning

- **How The Strategic Planning Toolkit™ for Teams works**
- **How to proceed**

Who We Are

- **We are a business advisory practice committed to helping clients using empowerment approaches**
- **We are fully trained in the use of The Strategic Planning Toolkit for Teams**
- **We are accredited members of the international group of The Association of Accredited Strategic Planners (AASP)**

The Power of Communication

- Teams working within organisations cannot achieve high level results if they do not fully understand organisational goals
- The key must be to effectively communicate organisational objectives to those teams
- Powerful communication involves clear and simple to understand messages
- When people clearly understand what they are aiming to achieve the likelihood of success increases dramatically
- This is the power of high quality communication

The Power of Buy-in

- All organisations are simply a group of people
- People are the key to success
- When people agree with the group aims their level of belief will move them towards team goals
- People are most likely to believe in team objectives if they have had a part in agreeing them
- This is the power of buy-in
- If a team creates its own strategic plan to implement organisational goals, then the power of buy-in is likely to enhance the team's ultimate achievements

About Authority and Responsibility

- For any of us, authority without responsibility is potentially dangerous
- This is also true of responsibility without authority
- If we have authority and responsibility then we are empowered to succeed
- These authorities and responsibilities need to have clearly understood boundaries to be effective and trusted
- A quality team strategic planning session allows teams and people to have authority *with* responsibility
- This gets the best from the team and its members

Why Plan?

- **Many teams lack clear direction and go off in different directions**
- **This results in the teams reacting to events rather than having clear goals and direction**
- **This is time consuming, costly and frustrating**
- **To avoid this, the answer is team strategic planning**

Why Plan?

- **Strategic planning is about knowing...**
- **Where you are now**
- **Where you *want* to go**
- **How you are going to get there**

Why Plan?

- **We all know that things do not always go as planned**
- **With strategic planning in place for you the probable reality will be...**
- **You know where you are now**
- **You establish a planned destination**
- **Along the way, using a review process, you gently update your planned destination, adapting to change**
- **However, importantly you continue to feel secure**
- **Getting the best from your teams by planning**



The Processes of Team Strategic Planning

- **Clear understanding of 'where you are now'**
- **Agreed and written goals and objectives, both personal and team**
- **Action plans with agreed time frames**
- **An agreed review process built into your plans**
- **This is your team's written Strategic Plan**

What is Team Strategic Planning?

- **Strategic planning is not a prediction of the future**
- **However, what your teams *do* now affects your future**
- **A Strategic Plan is not a business plan that sits on the shelf getting dusty**
- **It is not a cash flow model**
- **A Strategic Plan is a plan that identifies where your teams need and want to go to achieve your organisational goals**



The Key Elements of Team Strategic Planning

- **Quality planning time**
- **A chance to clearly understand your organisational objectives**
- **Authority and responsibility**
- **Buy-in**
- **Working beyond short-term problems**
- **Using a skilled and trained facilitator**
- **Recording of team plans**
- **Agreeing action plans and review processes**

How The Strategic Planning Toolkit for Teams Works

- **Strategic planning in just one day**
- **As the person with ultimate responsibility you input away from the session your organisational objectives for the team**
- **You see the structure and content of the day in advance**
- **If possible all team members need to be present**
- **Only team members should be present**
- **A fully facilitated session**
- **A structured approach**

How The Strategic Planning Toolkit for Teams Works

- Gives team members a feeling of security and value
- Creates focus and direction
- New ideas generated on improved effectiveness
- An understanding of organisational objectives
- Renewed motivation
- Plans to monitor progress
- 'Buy-in' by team members to a rolling 5 year Strategic Plan

How The Toolkit Works

The product consists of 12 modules:

- **Visual presentation**
- **Organisational objectives**
- **Executive objectives**
- **Team member's personal objectives**
- **Team member's team objectives**
- **Agreed team strategic objectives**
- **Key performance criteria**
- **Management information systems**
- **Resource**
- **Team budgets**
- **Action plans**
- **Review process**

How to Proceed

- **You may be totally confident there is nothing more you can do to improve the future success of your teams**
- **Alternatively, you may want to know more, in which case please ask us whatever you want**
- **Or you may simply wish to go ahead and book your teams' strategic planning session**



The Business Empowerment Range™

The Strategic Planning Toolkit for SMEs

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'The ratio of We's to I's is the best indicator of the development of a team'
Lewis B Erge