

Strategic Effectiveness Architect™

The successful outcomes of most strategic plans hinge upon an organisation's ability to change, or develop new organisational capabilities and attributes. Translated, this means that business must join the two big dots: strategic intent and execution. They must answer the existential question: "How do we get our people to execute the vision?"

Empirical research demonstrates a continued and significant increase in ROI when people practices aren't just best practices, but when aligned practices are linked to organisational strategies and customer value outcomes.

Alignment, Integrated, Best Practice.

STRATEGIC EFFECTIVENESS ARCHITECT (SEA) provides a language of organisational capabilities and strategic competencies so you can:

Understand what your organisation does well today; and what it needs to do well in the future to achieve its strategic goals.

Purpose Using Lominger's trusted and easy-to-use sort card format, SEA is a combination of selected organisational core competencies, organisational capabilities and cultural attributes which, when active, either support or oppose an organisation's chances of implementing strategic change. By using Strategic Effectiveness Architect you'll be able to assess which attributes your organisation possesses today and those strategic attributes which will be necessary for future transformation.

Objectives

- Use the STRATEGIC EFFECTIVENESS ARCHITECT® sort cards to identify differentiating organisational effectiveness items for strategic success
- Assess and prioritize gaps between current and future organisational profiles
- Discuss the research behind the connection between strategy and organisational capabilities
- Discuss the link between organisational capabilities, talent management and strategy
- Describe how organisational capabilities can be linked to individual competencies to build leadership profiles aligned with the strategy
- Assess the complement/conflict level of organisations for merger and acquisition activity
- Prepare to apply and transfer approach within your organisation

Results/Payoff Close the gap between your organisation's business strategy and organisational capability.

Outcomes

- Succinctly translate strategy across to organisational capabilities
- Translate organisational capabilities into mission-critical people competencies
- Translate strategy and organisational capabilities into team requirements
- Audit your organisation's present people capabilities
- Plan for organisational improvement to meet present or future strategic needs
- Assist in merger/acquisition due diligence and subsequent integration planning and execution
- Determine strategic possibilities

STRATEGIC EFFECTIVENESS ARCHITECT™ sort cards are used to define strategic business goals, assess overall organisational capabilities, and align the expectations and objectives of the management team.

Strategic Effectiveness Factors

- Strategic Accuracy & Clarity
- Strategy Execution
- Managing Innovation & Change
- Attracting, Retaining & Motivating Talent
- Leveraging a Productive Culture
- Managing Outcomes & Delivering Value
- Developing Future Leaders
- Governance

Process

- A comprehensive one day workshop requiring all senior organisational leaders and HR input
- Overview introduction to Leadership Architect Competencies
- Identification of desired people competencies
- Present Day strategic capabilities
- Future State strategic needs
- Synthesis of present and future state organisational capabilities