

Strategic Execution By Integrated Management System

Brief Overview

Global Surveys indicate that the Employee Costs of the Knowledge based Corporations are around 40% of the entire corporate expense! That said it is extremely vital to drive Organization's Performance by Strategic Execution. Putting Strategy into Action has to be necessarily augmented with an Integrated Management System marching and incrementally progressing towards Enterprise Excellence.

In Strategic Execution, one would agree that it becomes inevitable to measure the RoI (Return on Investment) and RoKI (Return on Knowledge Invested) WRT Human and Intellectual Capital. An Integrated Management System (IMS) is a management methodology and framework that integrates all the Organization's Strategy, Systems and Processes onto a comprehensive model for Effective Execution.

This Strategic Execution Framework enables the organization to work as a focused single unit with unified objectives across locations, departments and teams. IMS Based Strategic Execution aligns every function progressively working towards a single goal to improve the performance of the entire organization.

Instead of building "SILOS" and / or "Isolated Islands", Strategic Execution Framework thrives to form a genuinely co-ordinated system. This goes to promote a holistic system to prove the organization is greater than the sum of its parts.



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BSC (Balanced Scorecard) is an IMS to put Organization Strategy into Action and manage Performance. BSC can be effectively used in any size organization to align vision and mission. BSC takes into account the customer requirements and day-to-day work, manage and evaluate business strategy, monitor operation efficiency improvements, build organizational capacity, and communicate progress to all employees.

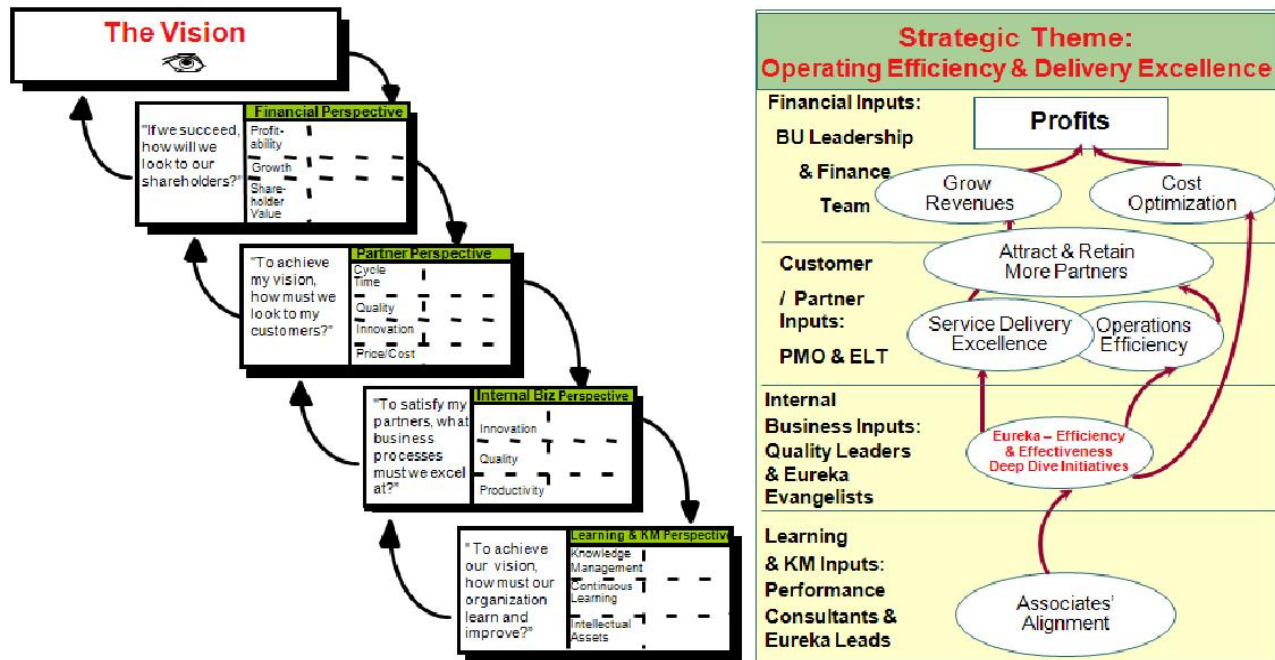
BSC allows us to measure financial and customer results, operations, and organizational capacity. This Integrated Management System [IMS] promotes seamless Strategic Execution.

Strategic Execution Workshop – Course Objective

This 2 to 3 Days Workshop provides participants with the competence and confidence to follow a right Strategic Execution Framework during work with an Integrated Management System that leads them to Productivity, Efficiency and Effectiveness.

The Workshop Participants will get exposed to a BSC (Balanced Scorecard) approach of IMS help their departments to define EUREKA and achieve Strategic Execution!

EUREKA promotes Organizational Strategic Initiatives to Innovate & Transform. It leads the organization achieve their objectives with much more enhanced efficiency and effectiveness promoting productivity by continuous improvement.



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From a Performance Management perspective, the BSC provides the baseline for performance measurement, and according to industry research, many companies who adopt the BSC are satisfied with the method and plan to continue its use.

You name it, Enterprise / Business / Corporate Performance Management; no one can deny that the ability to use BSC to measure performance from financial, customer, operational, and innovation perspectives becomes very invaluable! Hence, the objective of this workshop is to develop and improve the managerial techniques and practice the IMS and BSC Framework to exhibit leadership skills to ensure right decisions leading to effectively frame strategies into executable action.

This workshop nurtures development of the holistic Strategic Execution Framework for Managerial and Enterprise Excellence!

Who should attend?

- General Management Team (Departmental / Functional / Technical / Project Managers)
- Human Resources, Quality, Learning (Education & Training) Management Team
- TQM, Quality & Process Management Team
- PMO (Project Management Office) Personnel & Corporate Program Management Team

Strategic Execution – Program Outline:

[Schedule: 9:15-10:45AM / 11-1PM / 1:45-3:15PM / 3:30-5:30PM]

1. **Leadership Competencies & Managerial Effectiveness [Focus: Middle Management / Interwoven Case Study Flow / 1.5 – 2.5 Hours]**
 - a. Managerial Expectations & Performance Skills Assessment
 - ✓ Biz & Strategic Acumen
 - ✓ Building Teams & Vital Organizations
 - ✓ Setting Pace For Execution
 - ✓ Managing Stakeholders
 - ✓ Leading With Integrity
 - b. Middle Management – Analyzing Leadership / Managerial Skills Development - Strategies & Tactics: Dependence - Independence - Independence Facets – Focusing Seamlessly On Long Term [Vision] & Short Term [Mission / Objectives] – Linking Individual KRA's & Goals To Organizational Outcomes

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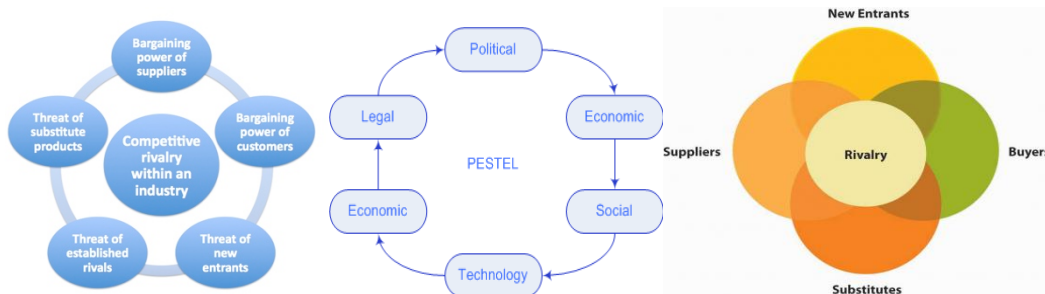
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2. **Balanced Scorecard [BSC] Based Integrated Management System Framework– Brief Exposure To:[1.5 – 2.5 Hours]**
 - a. Step 1 Organizational Assessment
 - b. Step 2 Strategic Themes
 - c. Step 3 Scorecard Perspectives & Objectives
 - d. Step 4 Strategic Map of the Organization
 - e. Step 5 Performance Measures
 - f. Step 6 Strategic Initiatives
 - g. Step 7 Computerizing & Communicating Performance Information
 - h. Step 8 Cascading the Scorecard throughout the Organization
 - i. Step 9 Using Scorecard Information to Evaluate & Improve Organization Performance
3. **Strategic Planning: ABCDE [Assessment / SWOT – Baseline – Components – Down to Specifics - Evaluate] / [1.5 – 2.5 Hours]**
4. **Strategy Formulation & Development: Internal & External Environment Audit / Analysis – Porter’s Five Forces Model – SWOT – PESTEL – McKinsey’s 7S Model [Super Ordinate Goal – Staff – Style – Skills – Systems – Structure – Strategy]/ [1.5 – 2.5 Hours]**



5. **Strategy Choice: Managing Expectations – Vote Vs Veto! – Blue Ocean Vs Red Ocean Strategy – Creating Market Vs Competing In Existing Market – Systemic Vs Lateral Thinking – Thinking WTB / OOB / NB [Within The Box; Out Of Box; New Boxes!] –Effective Performance Management – Enable Organizational Financial Perspective To Grow Revenues & Profits[1.5 – 2.5 Hours]**
6. **PEOPLE – PROCESS – PURPOSE MANAGEMENT: Learning & Growth – Internal Biz Processes & Continuous Improvement – Customers & Partners Perspective For Innovation & Transformational Product / Service Offerings[1.5 – 2.5 Hours]**

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- 7. EXECUTING TO STRATEGY BY FOCUSING ON STRENGTHS& LEADERSHIP: Striving –Thinking – Relating Talents & Building Competency Excellence: Community of Interest & Practice – Centres of Excellence – Competency / Knowledge Centres[1.5 – 2.5 Hours]**
- 8. Group Activity – Brainstorming – Course Correction[1.5 – 2.5 Hours]**

Other Details:

- Payment to be made within 15 days from the date of the invoice.
- All payments must be made by cheque/online transfer etc., drawn in favour of Sieger Training Consultants Pvt. Ltd. Sieger will charge on INR basis only.
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- Facilitators Travel & Food have to be taken care by the client
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