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Breakthrough Strategic Planning

There is nothing more powerful and pervasive than corporate culture. The “culture” of an organization includes beliefs, attitudes and behaviors of the people who work there, which over time become “organizational habit.” One of the most difficult tasks is getting people to think and act outside that framework or culture. When new realities in the business produce a shift in the environment that has people at all levels of an organization question what they’re familiar with, their basic assumptions about the way things are at work, the most common response is to go back to what they know, to what has worked before.

The Breakthrough Strategic Planning Program is designed to provide powerful access to the distinctions of successful communication, alignment, accountability and teamwork, and to launch a set of projects, driven by high performance teams, that will produce specific breakthrough business results. The Breakthrough Project Program is a multi-faceted program delivered in a three to six month time frame.

Stages of the Program

Executive & Leadership Alignment - The Program begins with a 1-day Executive Alignment meeting to determine the specific parameters of the Team Project, and what the critical success factors are. Several informal employee focus groups and face-to-face meetings with key leadership and functional department heads follow this initial executive meeting.

Organizational Climate Survey - The next phase of The Breakthrough Project Program is to implement a comprehensive Organizational Climate Survey (See Addendum 1). The information gathered from this survey is critical to the success of the overall project. It becomes the foundation for gathering employee, management and leadership perceptions, insights and view in 13 dimensions of the entire organization. The results from this survey not only become metrics for the project but also become the scorecard for managing employee, organizational, and leadership concerns.

Evaluation, Formulation & Re-Alignment - The Organizational Climate Survey phase is followed by several debriefs and communication sessions reviewing and evaluating the survey results. A senior leadership team then participates in an alignment process to prioritize and gain consensus to determine the Project initiatives for addressing the top three to five key indicators from the survey results.

Program Development & Delivery - Distinctions, Inc. will design and deliver specific training and development programs that center on communication, teamwork, leadership, accountability and productivity. Two distinct programs will be developed focusing on these areas while ensuring that the key indicators are aligned and being addressed. In addition, there will be two Project Coaching sessions approximately four to six weeks apart over the project life cycle. The purpose of the Coaching Sessions is to ensure the forward progress of the teams towards achieving their goals, that feedback for the project is being captured and addressed, and the appropriate measures are presented to Senior Management reflecting a positive Return-On-Investment.



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Objectives

- To distinguish To leave client organizations with powerful, high-performance, outcome driven teams, operating at a distinctly new level of teamwork, communication, and productivity.
- To have the beginnings of a new and innovative culture committed to operational excellence and breakthrough business results.
- Participants will expand their natural capacity for leadership and expand their ability to work with others in a way that elicits cooperation, partnership, and committed action.
- Participants will learn to think and work in new ways and to provide leadership around shared outcomes.
- Participants will look beyond their history or experience, beyond the techniques that they "know" are key to success, and create new strategies and solutions which are a function of what is possible, not what has happened before.
- Participants will acquire new skills for resolving interpersonal conflicts, creating team spirit, and building an organizational climate of trust and support.
- Participants will create a powerful set of core values and operating principles, in alignment with the strategic objectives of the company, which provides a new opportunity for both self-expression and satisfaction.