

Aligning Vision®

Balancing Strategic Plans & Tactical Projects

Purpose

As you grow your organization, it becomes increasingly complex to communicate your vision, measure your effectiveness in implementing strategies to meet your goals, and balance ever-changing project priorities. Business leaders need a clear, practical way to establish direction and motivate their teams to achieve their visions. A constant charge to “hit the numbers” is critical, yet a broader focus is necessary to ensure long-term business growth.

This highly interactive process will offer you a framework to begin describing key components of a strategic business plan. Functional team operating plans, project plans, and team agreements will be streamlined. Performance management systems will be identified to reward employees who meet and exceed performance expectations. Create vision, align strategic direction, and sustain financial success!

- Objective A**
1. Clarify your organization’s vision, mission, and values
 2. Establish critical success indicators (key focuses, benchmarks, goals)
 3. Select differentiating strategies and critical projects to achieve your goals and vision
- B**
4. Align functional team operating plans and projects to your strategies
 5. Streamline project plans (purpose, objectives, boundaries, etc.)
 6. Specify team agreements (roles, responsibilities, processes, etc.)
- C**
7. Link employee performance management systems

Audience & Duration*	A:	Objectives #1-3 = 6-12 executives (top strategic leaders)	= 2-3 full-days
	B:	Objectives #4-6 = 15-30 managers (functional team tactical managers)	= 2-3 full-days
	C:	Objective #7 = 10-20 leaders (selected influencers at all levels)	= 1 full-day
	A-C Overview:	Objectives #1-7 = 6-30 leaders (selected influencers at all levels)	= 1 full-day

* Audience and durations may vary considerably based on participant experience, status of plans, and pre-work

- Materials**
- ☑ Participant Workbook, including selected practical on-the-job tools, such as: Strategic Planning MAP, Functional Team Operating Plan, Project Plan, Team Agreement

- Business Results**
- Aligned strategic direction
 - Leadership at all levels
 - Clearer performance expectations
 - Honest communications built on trust
 - Greater commitment and accountability
 - Sustained financial success



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*Providing business leaders
lasting competitive advantages
through improved
team performance*