

KTI SEMINAR

ALIGNING STRATEGY MANAGEMENT WITH PERFORMANCE

TARGET AUDIENCE: Project managers, Strategy Coordinators, Project Monitoring & Evaluation Practitioners, Multi-disciplinary teams on development projects, Development and Project engineers, Technical specialists, Researchers, development practitioners, managers and decision makers who are responsible for Strategy and Project Management activities.

COURSE DESCRIPTION

Aligning Strategy Management with performance is crucial to the achievement of corporate strategic objectives and initiatives. Undertaking this training is salient to the successful execution of strategy to facilitate the realization of corporate goals.

This particular training is increasingly called upon within public, non-governmental sectors and multi-lateral development agencies to help ensure that resources are put to optimum use and that project beneficiaries are assured of receiving the benefits that are committed to them. This course focuses on the analysis and synthesis underpinning sound strategy and Performance. Strategy management is concerned with the long-term direction, scope and performance of an organization's vision and mission. Whether the overall strategy of an organization emerges from the interplay of functional departments or is a grand plan devised by one group, its success is contingent effective application of Strategy with performance principles. Therefore, an alignment of Strategy with performance are crucial to meeting organizational success requirements whether in Strategy or performance. The alignment of Strategy Management with Performance provides a framework for effective measurement and evaluation of strategy results for both private and public sector entities.

This course will equip participants with the relevant knowledge, tools and skills to adequately understand and adopt effective strategies in meeting organizational strategic goals through best Performance approach. It will further demonstrate to participants where and how best Performance fits within the organizational or national framework, and the strategies required for its successful design, build and execution.

COURSE OBJECTIVES

This intensive 2-week workshop seminar is designed to emphasize on the tools, skills and techniques required to strengthen strategy Management awareness and interest in best practices, widely used and recommended to excel in today's dynamic project management environment. At the end of the workshop participants should be able to:

1. Fully understand strategy execution process and its impact on organizational performance.
2. Critically analyze the internal and external environments in which businesses operate and assess the implications of forecast changes.
3. Apply understanding of the theories, concepts and tools that support strategic management in organizations.
4. Understand the need for strategy alignment with performance management activities.
5. Understand the essentials of Performance, and factors involved.
6. Strategically set up a database to collect, analyze, interpret and report on performance.
7. Set objectives and design performance indicators and apply techniques to the measurement of outcomes.

MODE OF WORKSHOP (DELIVERY)

- PowerPoint presentation.
- Training manual.
- Interactive presentations and tutorials.
- Videos and posters.
- Debates and discussions.
- Quizzes.
- Case studies and group presentations.

COURSE OUTLINE

MODULE 1

STRATEGY MANAGEMENT & ALIGNMENT

- Strategy, Competitive Advantage, and Performance.
- The Strategy Formulation/Formation Process (the Balance Scorecard Approach).
- Strategic Leadership and Communication (alignment).
- Identification of Opportunities and Threats (organizational SWOT analysis).

MODULE 2

STRATEGY MANAGEMENT COMPETITIVE ADVANTAGE

- Strategy development – knowledge, resource and skills requirements.
- Distinctive Competencies, Competitive Advantage, and Profitability.
- Sustaining and Building Competitive Advantage through Functional-Level Strategy.
- Strategy delivery Efficiency & Quality;

MODULE 3

CORPORATE-LEVEL STRATEGY AND CASCADED DEPARTMENTAL STRATEGIES.

- Strategy Management in the Global Environment.
- Corporate-Level Strategy including Horizontal/Vertical.
- Integration, Outsourcing and Diversification.
- Implementing Strategy
- Strategy vs Change Management.
- Effective communication of corporate and departmental strategies (BUY-IN).
- Corporate Performance, Governance and Business Ethics.
- Structural and Cultural Barriers to Implementation

MODULE 4

Creating and sustaining high performance teams

- Key characteristics of a high performing team
- Stages of group development
- Role of team leader in achieving high performance
- Core elements, principles and benefits of an effective performance management framework
- Performance management cycle and purpose of the annual performance review
- Organisations' performance appraisal process

MODULE 5

Setting performance measures

- Objective setting process
- Setting and communicating performance objectives
- Identifying core behaviors that drive high performance
- Reviewing different levels of performance
- Objectively assessing and rating performance
- Case Study review

MODULE 6

IMPLEMENTING AND IMPROVING A PERFORMANCE MANAGEMENT SYSTEM

- Strategy execution and Change.
- Organizational Change Management – preparing to put Strategy into Action
- Definition of Organizational Change Management.
- Phases of Change Management.
- Areas of the Organisation Impacted by Change
- Stakeholder Management and Engagement Analysis.
- Strategy and Projects Management Communication tools and techniques.