

Strategic Management Workshop: How to get a seat at a C suite table

Sharing the board room with leaders in the organization has been a challenge for HR and training professionals. In this session, we will conduct an interactive workshop that supports the HR strategies for organizational excellence. By integrating strategic planning with the human resource and training functions you can drive success. We will identify proven succession planning tactics, discuss proactive talent development approaches, define compensation concepts, and facilitate industry thinking around organizational development.



Succession Planning

- Define an overarching program and process to manage succession planning and effective transition
 - Formation of a candidate vetting process and personal development program to fill gaps or deficiencies
 - Instruments to assess and evaluate your people
 - Creation of individual development plans
 - Provide intentional exposure to the senior managers
- Creation of executive business skill development to fill competency gaps
 - Talent Development Curriculum
- Methodology of valuation
 - Capital ownership transition
 - Executive compensation



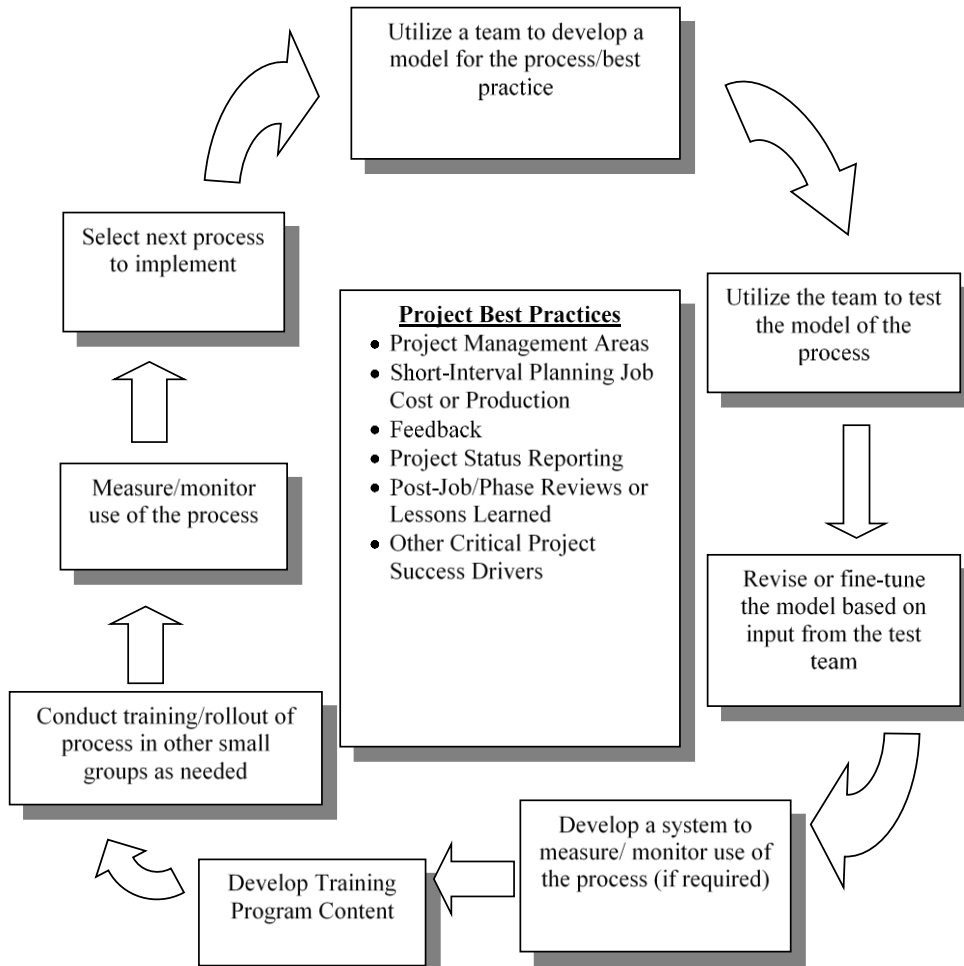
Talent Development

- Improved retention and loyalty of future leadership talent pool
- Increased motivation for key individuals
- Improved performance and quality of work by an influential constituency
- Consistency in delivery of your company's "brand" and services to the marketplace
- Creation of succession or business continuity options

Talent Development Process in Phases:

Begin with Senior Management Engagement (keep the Senior Team informed throughout)

- Phase One: Operational Needs Assessment
 - Step One – Conduct Current Operational Assessment
 - This step will require on-site interviews with various personnel. After the on-site interviews and the analysis has been completed, conduct a debriefing session with the senior managers to review the findings and recommendations.
 - Step Two – Facilitate Implementation Planning Sessions
 - In order to properly address each area planning sessions may be needed for each Project Management Knowledge Area (10) and/or may include additional topics for focused improvement.
 - Step Three – Implement and Improve Project Practices
 - Because each organization is unique in its ability to implement change, the exact duration of this step may vary. Steps One and Two are typically completed within three months. Step Three usually requires about four to six months. During this timeframe, need to be on-site every four to five weeks working with small groups. Typical sessions may include progress meetings with focus area teams, project meeting audits, site walks, individual/small group training or coaching, etc.
- Phase Two: Talent Development Needs Assessment (in person and on-site)
 - One-on-one interviews, analysis of collected data, preparation and presentation of detailed recommendations, and development of the master training plan.
- Phase Three: Curriculum Design/Custom Development Phase
 - Develop the overall training strategy and sequence, determine specific subject matter and determine module frequency. Integration of custom exercises, case studies and workshops for each session
- Phase Four: Program Delivery Phase
 - Specific structure to be determined during the Needs Assessment and Curriculum Design Phases.



Compensation Analysis

Phase 1: Assess current compensation model

- Form an executive decision-making Steering Committee as well as a Design Team representing key employees among the Company's various divisions or departments.
- Determine current incentive compensation practices, including costs, administrative procedures, and issues, through interviews and conduct preliminary data analysis to complete the fact-finding assessment. Share draft fact-finding report with the Steering Committee prior to beginning the design process with the Design Team.

Phase 2: Design

- Meet with the Design Team to share results of assessment. Conduct a design session to decide on performance measures, weightings, funding mechanism, and other key plan terms.
- Cost model the preferred design under different performance scenarios at the Company level to illustrate the mechanics and potential outcomes of the draft proposed plan.
- Present preferred compensation design and cost projections to Steering Committee for approval.
- Revise and finalize the plan design based on Steering Committee input.

Phase 3: Implementation

- Conduct manager goal setting training to facilitate the process of identifying appropriate goals at the department and individual employee levels. The goal setting and roll-out elements of the project scope are key differentiators, to better ensure successful implementation and administration of the new plan.
- Create presentation to introduce the new plan to employees with common questions and answers. Draft an employee letter template to assist the Company in distributing individualized communication to plan participants.
- Develop the implementation strategy for the new plan to ensure that the proposed strategy and roll-out timeline recognizes your Company's organizational culture, reporting relationships, and preferred methods of communication.