

Strategic Decision Making

turning strategy into action – requires a phased approach, linking identified performance factors with strategic initiatives and projects designed to develop and optimise departmental and individual activities

Strategic Decision Making

- **performance management** - involving the construction of organisational processes and capabilities necessary to achieve performance through people delivering results

Strategic Decision Making

- **Motivational Leadership:**
- Real leadership is required to deliver effective growth and effectiveness
- People look to leaders to make sense of demand for performance and value for money
- Engage everyone throughout whole organisation to understand, accept and promote change.

Strategic Decision Making

- **Strategy Into Action:**
- 'Strategy into Action' planning is a phased approach mapping through performance factors
- three distinct phases:
- **What is the intention??**
- What is the intent behind the strategy?
- What does it mean within the organisation

Strategic Decision Making

- How closely do your people identify and associate their own roles with your organisational purpose??
- Do your people really know what your corporate aims are, and if so do they see and agree with how they fit into the plan?
- Do they understand the corporate aims?

Strategic Decision Making

- Every single person must know what they are doing, why they are doing it, and above all, must be fully committed to doing what they are doing.

Strategic Decision Making

- If your methods enable every single person to know **what** they are doing, and **why**, and to be **emotionally committed** to it, then the process of turning strategy into action is probably working.

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- **motivational leadership** - concentrates on achieving sustained performance through personal growth, values-based leadership and planning that recognises human dynamics

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- **Developing the broad based plans:**
- What are the few important themes that need to be worked on to deliver the intent?
- What are the sub-themes and projects?
- What will success look like and how will it be measured?

