

# Leaders That Plan Program

Version: 1.00

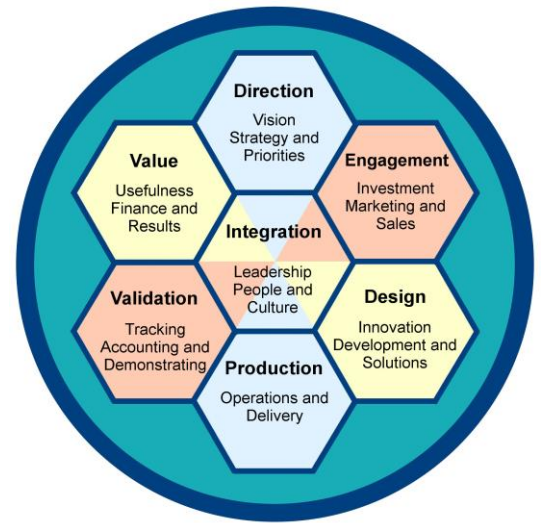
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For leaders who want to great plans for meeting their goals, serving customers and uniting their teams.

For organisations that want leaders who focus on priorities and integrated team performance.

For professionals who want to get the best for their business.



## Overview

Planning the way forward for a business or team is more than drawing up a list of tasks and allocating them. It requires the art of bringing complex and diverse factors together into simple, actionable priorities.

How can complex a business be simplified?

It can't but the way we think about it can. Applying a relational framework over the business enables people to see how it all fits together. Then people are able to deal with the complex details of any particular part of the business without losing sight of how it fits into the whole. This makes it possible for a balanced and coordinated approach to business, even in times of major change.

This program is structured around the *Business Alignment Panel* and its subordinate frameworks. These frameworks help participants explore how they can lead and plan for key business functions and responsibilities. The program's practical focus addresses the key relationships and actions that help a group succeed. The enrichment module explores what value the business must create for customers and how it goes about doing it. The Involvement module focuses on what must be done to engage stakeholders and demonstrate to them the benefits the business gets them. The alignment module focuses on how the group can bring their strategy and operations together to focus on key objectives. The integration module addresses how leaders bring their teams together with a productive, customer focus.

When the program is used for group development it brings leaders and teams together to build their capability and strategically guide their business. When used for coaching individual leaders it can help prepare and guide them as they set the agenda and direction for their teams.

## Outcomes

- Approach your business agenda as a whole
- Prioritise your focus on customers
- Use information to demonstrate benefits to customers
- Focus your operations to increase value, revenue and security
- Get people and culture working in the same direction
- Learn from your experience to improve future performance

### BASIC DETAILS

LENGTH

**4 PART DAY SESSIONS**  
with projects between sessions

GROUP SIZE

**10 – 20**  
larger sizes are negotiable

OFFERED AS

**Internal program for your organisation**

or

**External program via our Performance and Development Planning Service**

FOR MORE INFORMATION

VISIT

[www.grevilleaconsultants.com.au](http://www.grevilleaconsultants.com.au)  
or call: 0421 080 311



**Grevillea Consultants**

*Bringing you over two decades of leadership and leadership development experience*

“You have a budget, but do you have the action plan the budget should represent? We see countless cases where the numbers are assembled painstakingly and presented expertly but have little to do with the reality of running the business. A one-year operating plan sets forth a template for achievement. It synchronises all of the organisation’s parts and links them with the strategy and people processes.”

Larry Bossidy and Ram Charan

## PROGRAM ELEMENTS



- structured conversations
- sector leaders and stakeholders’ panels
- key readings
- peer learning partnerships
- action-learning processes
- workplace small projects
- practical frameworks and tools

## Session Themes

### Session 1 (part day) *Enrichment*

Creating value for stakeholders: niche and design

- Knowing our customers and the value they seek
- Understanding value in the customer’s terms
- Designing what we do to match customer needs
- Making things useful, cost effective and reliable
- Getting teams to want customer benefits
- Declaring our niche and building on it

### Session 2 (part day) *Involvement*

Engaging stakeholders and proving our worth

- Engaging customers, investors, suppliers and neighbours
- Building relationships with the people we rely on
- Getting results that customers recognise and build their trust
- Performing to reduce cost and increase value for customers
- Building processes and systems that produce quality results
- Demonstrating the value and benefits that our business provides

### Session 3 (full day) *Alignment*

Bringing operations together to achieve strategic goals

- Committing to a vision and goals that produce something
- Thinking strategically to deal with substitutes and market change
- Reinforcing the core revenue generator
- Building relationships and habits that lead to success
- Increasing business value, revenue and security
- Establishing cooperative operations that keep the pipeline flowing
- Taking responsibility for who does what, where and when

### Session 4 (part day) *Integration*

Uniting leaders and teams in a positive, productive culture

- Matching leadership actions and where people are at
- Building responsibility for a positive and productive culture
- Setting expectations for performance and practices
- Sustaining the positive well-being of the team
- Matching responsibilities to capabilities and development
- Communicating clear priorities and reinforcing right actions

## PROGRAM DELIVERY

The group size for a program is limited.

Programs are delivered at your premises or a suitable workshop venue of your choosing.

Programs are adjusted as needed. The experiential content is designed so learning focuses on current business challenges and priorities.

Regional programs can be provided for groups distributed across rural and remote regions. A condensed program which combines face to face and electronic delivery can be designed to reduce travel costs between local centres.

The program is part of Grevillea Consultants’ commitment to provide affordable, experience based leadership development that focuses on people and results.

## EXPERIENCE BASED LEADERSHIP DEVELOPMENT

Our programs are focused on practical outcomes for leaders, teams and organisations. We combine research, theory and experience to help people take a lead in building effective and positive organisations. The evidence is clear, positive organisations and the well-being of people lead to productivity and results. Our method also includes opportunities for senior leaders and stakeholder representatives to interact with participants so their development connects to the practical requirements of their organisations.