

Leadership Development Through Planning

Big Picture Objectives

Have a management team built around clear goals, accountable for their results, committed and engaged.

The Presidents actions will support the growth of his management team to the best of his abilities.

The President will have more freedom from business and day to day management responsibilities with a greater trust in his team.

Key Objectives by Rene Zamora in Planning Process

Increase buy-in to process

Increase involvement of individual managers

Develop greater understanding regarding strategic thinking

Create a safe environment for more involvement

Gain ownership of plans as job objectives

Identify, agree and remedy obstacles to an empowered management environment

Plans that are clear, aligned, challenging, and realistic

Deliverables

Assessment and suggestions on improving management planning and meeting process

One Page pLans for all managers and company.

Alignment of all department plans with company plan

Timeline for implementation

Two to four weeks depending on management team schedule. We can start with two weeks notice.

Fees

\$3000 at initiation of project

\$5500 at completion of plan

\$8500 Planning Process

to be discusses General Facilitation

to be discusses Additional Solutions

Approach to Planning Process

Collect feedback from managers - individual interviews

One Page Plan

- How they use
- Value they derive from system
- What they like and dislike

General Feedback

- What works among management team
- What does not
- Strengths and Weaknesses
- Beliefs regarding management team capabilities

Kick-off workshop - Building Trust

This workshop is focused on building trust and collaboration between leadership team.

Review feedback from interviews

Feedback that will be constructive to improvement. I will not expose thoughts that were desired to be left confidential

Kick off meeting 4-5 hours

- Identify adjustments that can be made to improve
- Establish process for planning
- Assign SWOT homework

Company Plan

- Work with President to update company plan
- Present company plan to team for input and adjustments

Planning Workshop 1/2 Day

- In workshop setting update department plan drafts
- Identify measurement challenges and remedy

Polish plans

- Work with Rene via phone individually to tighten plans
- Rene to review plans with President for any major discrepancies

Present Plan - 1/2 day or shorter

- Each manager presents their plan for feedback and alignment check
- Follow through agreement established
- Monthly meeting norms are established

Additional Solutions to Consider in Future

Workshops focused on consistent High Performance leadership.

High Performance Leadership Development Program

If you want to work on changing behaviors to support your management goals related to more freedom

Executive coaching for President

Management coaching for selected managers

Development of any select management skills or behaviors

Profile Assessments to better understand individuals behaviors to improve commu-