

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 meeting 4-5 hours
 - 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
 - Identify adjustments that can be made to improve
 - Establish process for planning
 - Agree on process modify if it makes sense
 - Assign SWOT homework
- Company Plan
 - Work with President to update company plan
- Planning Workshop 1/2 Day
 - Present company plan to team for input and adjustments
 - 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
- Development of any select management skills or behaviors Management coaching for selected managers
- Profile Assessments to better understand individuals behaviors to improve commu-

