

I. Strategy Design & Alignment

Develop and align business strategies that set you apart in the industry, create vision and drive desired results.

- Learn how to make short-term adjustments in a downturn environment to survive.
- Define who you are, where you are going and how you will get there.
- Define core competencies and niche focus areas to differentiate yourself in the market.
- Create sales and marketing plans.
- Create top five business key initiatives and strategies to achieve them.
- Create department leader objectives aligned to accomplish the initiatives.
- Create 90 day action plans to accomplish first quarter goals.
- Align strategy with people practices.

II. Managing by the Numbers

Effective organizations and leaders know how to establish, monitor and make adjustments as needed based on key performance business numbers. We show you how in Managing by the Numbers workshop.

- Clarify and create organizational key performance indicators.
- Create a system to track and report on key business measures.
- Define how to measure business success and results.
- Align objectives and 90-day plans with business numbers.
- Learn how to use key measures to signal needed adjustments.
- Know how to use breakeven, profit margins and sales projections.
- Identify techniques to increase profitability, control cost and increase sales.

III. Operational Efficiency, Systems and Structure

Create effective operational systems throughout your organization to deliver high quality product and service, while keeping your overhead cost down.

- Identify and implement key measures of efficiency for teams and individuals (KPI, OT, Turnover and Productivity).
- Establish techniques of workflow improvement, time studies and work flow analysis.
- Identify best practice techniques for all work processes, eliminate waste and steps.
- Identify fixed and variable cost and how best to control them.
- Implement cost control techniques.
- Spending efficiency, breakeven analysis, ROI analysis and cost reduction techniques.
- Define policies and procedures for employees, leaders and operations.
- Create organization charts and workflow processes.
- Create effective job descriptions.

IV. People – Teams, Environment and Practices

This workshop shows you how to create people leadership programs, structure and overall work environment to most effectively lead your greatest asset – people.

- Getting and retaining the right people.
- Managing daily performance expectations.
- Creating a positive environment with high employee morale, commitment and engagement.
- Communication strategies from the company, across departments and one-on-one.
- Paying the right amount, rewards and recognition.
- Staying compliant with employment laws and regulations.

V. Accelerating Implementation

Now that you know what you need to do, it is time to plan out how to effectively execute and bring about needed changes within your organization.

- Identify needed changes by defining your current and desired future.
- Discover techniques to obtain support and execute results throughout your business.
- Create effective communication plans and approaches to bring about needed changes.
- Define methods to surface and resolve resistance to change.
- Create change methods and action plans to implement business strategy.
- Create reinforcement techniques to get desired results and behaviors.

