

Involving Leadership

the direct way to strategic revitalisation and sustainable results

August 2017

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- Many organisations have an overall vision & strategy but they find that they have problems implementing them at an operational level
- This is because they have not involved leaders and employees and created ownership amongst them, which will ultimately realise the strategy
- Leaders and employees who do not contribute to setting the goals for strategy implementation do not take ownership for the strategy and its implementation!
- Leaders and employees therefore continue doing what they have always done, and the organisation continues getting the results they have always got ...

Involving Leadership makes a difference...



- ... when the strategy is translated from the strategic level to the tactical level and is converted into concrete operational goals and plans that leaders and employees take part in developing, thereby taking actual ownership for realising the strategy
- ...when leaders and employees bring their knowledge of and experience with the business into play so the strategy can be implemented effectively and in a way that everyone takes ownership for it so it can therefore function as intended
- ...when involving Leadership is applied through 1) the anchoring of the vision, 2) strategy implementation and 3) strategy revitalisation

What – Why – How?



What

 Involving Leadership is a structured process and a number of management initiatives that ensure the active involvement of leaders and key employees in the development and execution of concrete strategic initiatives

Why

- To release energy from resources within the organisation and transform leaders and employees' competencies, knowledge and experience into value for the process of strategy implementation
- To get leaders and employees to take ownership for their part in the strategy implementation and the strategic goals and through this the implementation of the strategy, thereby increasing the organistion's generation of results
- To make leaders and employees understand that it is important, and to develop existing leaders

How

 By involving leaders and employees in setting goals and forming concrete plans for the implementation as well as deciding and taking ownership for how best to reach those goals

Involving Leadership – The process









Establishing sponsorship and ownership

Ownership workshop for selected top leaders

· Ongoing leader coaching

Interview-based analysis

Informal interview rounds with selected leaders and employees

 Collection of knowledge about obstacles, perception of reality, culture, management potential, etc.

Engaging workshops in each department

Workshops for leaders and selected key employees

- · Development of vision and implementation plans
- Identifying enablers and levers for successful implementation

Performance coaching

- Individual follow-up and coaching
- Evaluation of individual behaviour and performance

Supportive leadership

- Structured follow-up of agreements and plans for external consultants/leaders
- Measurement and visualisation of results as well as organisational performance
- Cultural impact and communication
- Implementation of a coaching leadership culture

Reporting to top management

 Reporting the progress of the process as well as the achievement of goals etc.

Immediate benefits of Involving Leadership



Approach

- Engaging leaders and employees
- Establishing ownership of goals and plans amongst leaders and employees
- Activating the knowledge that is already in the organisation
- Clarification of roles and responsibilties and a stronger team culture
- Practical-oriented leadership development



Visible results

- Increased motivation and engagement
- Stronger leadership quality
- Increased trust and better cooperation
- Enhanced job satisfaction and wellbeing
- Higher performance levels and improved results
- Better progress on tactical initiatives

Involving Leadership has a direct, positive impact on the organisation's results