



Business Planning

Changes in the business needs, opportunities the markets offer and the available resources all influence and affect annual business plans. Organizing the internal resources is an essential, yet very rare skill, and is necessary to ensure continual working in a concerted and strategic fashion in order to achieve the business plan. Added to that is the fact that executives today are immersed in a fast-paced and continuously changing business with innate challenges that range from internal politics to the lack of clarity over objectives. This training sketches a process that develops a wider understanding of realistic objectives, that provides a strategy to deliver key milestones and that gives a tool for enhancing team involvement in the business plan vision.

Expected Accomplishments

- Break the business plan down into its constituent parts/strands and ensure that a strategy is built to implement them
- Audit the progress of each strand of the business plan against where it needs to be
- Validate the continuing relevance of each strand based on the current business situation
- Recalibrate the objectives of each strand as needed
- Understand the internal resources available and the external influencers that need to be considered
- Devise the most appropriate strategy for the business plan's execution, including the influencing of external groups as well as internal stakeholders

Course Outline

- Stakeholder Management
 - Mapping the Importance and Influence 'GID' stakeholder grid
 - Mapping a shadowing strategy for influencing key stakeholders
- Influencing Strategies for Third-Party Stakeholders
 - Identifying and Understanding Needs of All Stakeholder Parties
 - Tactical Strategies
 - Preparation
- Negotiating Strategies for Primary Discussions
 - Considering Negotiation Styles
 - Expected Bargaining Positions
 - Identifying and Understanding Needs of All Stakeholder Parties
 - Tactical Strategies
 - Preparation
- Team Working and Team Roles
 - Team Role Profiling – Who Is Suited to What
 - The Role of Coaching to Support
- Team Alignment
 - Processes to Aligning A High Performing Team
 - Creating Vision, Identity, Environment
 - Understanding Team Values and Beliefs
 - Recognizing Skills and Capabilities Required





- Setting Behaviors Through Processes and Activities
- Group-ism Versus Teams
 - Understanding The Difference Between Group-ism and Team-ism
 - The Value of Group Working Versus Team Working
 - Managing The Role of Specialist Groups in Delivering Strategy
- Goal Setting
 - The GROW Process – Goal, Reality, Options, Way Forward
 - The GRIP Process – Goal, Reality, Importance and Implication, Plan
- Management Reporting Needs
 - Internal Processes
 - Audit Routines to Monitor Progress and Assess Recalibration as Needed

Who Can Benefit

All executives and teams responsible for, and involved in, business plan delivery.

Related Training

- Advanced Strategic Management
- Negotiate Success (Miller Heiman Model)
- Managing Time & Stress

Duration

2 days

Mode

Consultant led classes with presentations/ demonstrations, communicative role-plays and interactive projects

Prerequisites

Business planning or management experience

Course Code: MGT-606

