



2-DAY STRATEGY AND CULTURE ALIGNMENT WORKSHOP

Do you Face These Difficulties When Planning for the Future?

-  Inability of leadership team to align on what success looks like for the organisation
-  Dysfunctional behaviours in leadership team
-  Lack of strategy and/or accountability by key stakeholders on agreed plans/strategies
-  Organisation Culture is inhibiting or likely to inhibit the successful implementation of planned initiatives

The Overall Objective of the Workshop is to provide a platform for dialogue, alignment and commitment building:

- Provide the platform and airtime for leadership team members to offer unfiltered ideas and share their insights on **strategic issues**.
- Achieve an in-depth understanding of **what success means** and key propositions to stakeholders.
- **Establish alignment** on the way forward and a culture that enables.
- **Co-solution** during the workshop to **establish clarity** and alignment on strategic plans and measures; **ensure accountability** through regular check-ins on the defined expectations.

How Does This Workshop Help Me?

At aAdvantage, we believe that a **good strategy can only be implemented well**, if it is enabled by the **right culture**. To this extent, Leadership Team members must first “get their acts right” as One Team; define, lead and role-model the Desired Culture.

Key take-aways that organisations can expect from the 2-day workshop:

Build psychological safety and accountability through **vulnerability-based trust**

Align on what a **high performing Leadership Team** looks like, including **clear rules of engagement** and role expectations

Establish **dialogue** and **clarity** on the desired future / success measures

Identify **promoters** and **inhibitors** of success

Develop a **clear strategy** for the next 3-5 years

Build a **common language** in terms of the **Desired Way of Working** to achieve organisation success outcomes

Overall Approach

Pre-Workshop: Understanding Current State

Any of the following interventions may be used for the pre-workshop diagnostics phase:

- Five Behaviors (5B) of Cohesive Teams Assessment (including DiSC Profiling)
- Leadership Team Values Assessment (LTVA) / Cultural Values Assessment (CVA) / Climate Survey
- Interviews and/or Focus Groups with participants / key stakeholders
- Gallery walk of pre-workshop insights

Workshop: 2-Day Strategy and Culture Alignment (“Culture Eats Strategy for Breakfast”)

2-Day Strategy and Culture Alignment Workshop covering the following components:

- **Aligning on What a High Performing Team Looks Like; Where are We Now; Gaps**
Process of discovery and alignment about what team success looks like, identifying gaps today, prioritising the gaps to be addressed
- **Vulnerability-Based Trust**
Establishing a safe and open environment for unfiltered dialogue, creative thinking and decision-making
- **Aligning on Organisation Success Outcomes/Metrics**
Discussion and alignment about what success looks like
- **Defining Our Strategic Objectives (Key Areas of Focus)**
Where are we now, identifying promoters and inhibitors, key areas of focus
- **Developing the Top Line Plan to Achieve**
Actions to be taken, timeline, ownership, initiative success measure and inter-dependencies

DAY 1			
TIME	TOPICS	LEARNING OUTCOME	METHODOLOGY
Day 1 Morning	Setting the Tone	<ul style="list-style-type: none">• Introduce the objectives of the session and align expectations among participants• Set an informal, participative and open learning environment	<ul style="list-style-type: none">• Opening• Group Activity• Experiential Activity
	Session Framing	<ul style="list-style-type: none">• Recap of the organisation’s past and present; key achievements• Session Framing: “Culture Eats Strategy For Breakfast”• Create a powerful experience to “Rise Together” as ONE Team	
	Tea Break		
	Building a Common Language on “High Performance Teaming”	<ul style="list-style-type: none">• From Trust to Results – Video Learning and Teach-back on the 5Bs Model• Sharing of pre-workshop curated insights	<ul style="list-style-type: none">• Video Learning: Facilitated Discussion / Group Activity• Group Discussion
Lunch			
Day 1 Afternoon	Inspire a Shared Vision	<ul style="list-style-type: none">• Aligning on a common purpose/vision• Understand “what success looks like” from the stakeholder’s perspective (Employees, Shareholder/Owner, Customer etc.)• Measures of Success – “What are our Collective Targets?”	<ul style="list-style-type: none">• Group Discussion• Break-Outs• Experiential Activity
	Tea Break		
	Desired Culture & Leadership Team	<ul style="list-style-type: none">• Sharing of Current & Desired Culture Themes (if applicable)• Unpacking the Desired Culture• Aligning on “The Desired Way We Work”	<ul style="list-style-type: none">• Values, Beliefs and Behaviours Exercise• Break-Outs• Facilitated Discussion
	Check-out	<ul style="list-style-type: none">• Participant’s sharing and reflection on the day	<ul style="list-style-type: none">• Group Sharing
DAY 2			
TIME	TOPICS	LEARNING OUTCOME	METHODOLOGY
Day 2 Morning	Rising Together as ONE Team	<ul style="list-style-type: none">• Recap from Day 1• Team Challenge Experiential Activity	<ul style="list-style-type: none">• Opening• Experiential Activity
	Tea Break		
	Defining our Strategic Objectives	<ul style="list-style-type: none">• “Where Are We Now” – Identify promoters and inhibitors to success, curated into key themes• “How Might We” – Defining Problem Statements and Areas of Focus	<ul style="list-style-type: none">• Group Discussion• Break-Outs
Lunch			
Day 2 Afternoon	Defining Our Strategic Objectives (continued)	<ul style="list-style-type: none">• Alignment on success outcomes and defined areas of focus through meaningful dialogue• Outline the Top-line Recommendations to achieve success outcomes – timelines, task owners and inter-dependencies for actions and initiatives to address the areas of focus	<ul style="list-style-type: none">• Large Group Presentation• Facilitated Discussion
	Tea Break		
	Building Leadership Team Accountability	<ul style="list-style-type: none">• Establish Role Clarity – how we might help one another be accountable to overall team results• Establishing plans to track and sustain the team journey	<ul style="list-style-type: none">• Experiential Activity• Facilitated Discussion / Group Activity
	Check-out	<ul style="list-style-type: none">• Participant’s sharing and reflection on the day	<ul style="list-style-type: none">• Group Sharing

Post-Workshop: Sustaining Commitments

Co-authoring expectations for follow-up post-workshop:

- Leadership Team Commitment to Desired Behaviours
- Success Outcomes/Metrics to be achieved within timeframe
- Areas of focus, proposed actions/recommendations to address areas, timeline
- Role Expectations / Rules of Engagement – Team members’ role expectations

Who will Benefit from this Module?

Leadership Teams of organisations undergoing transformation; Organisations looking for a refresh of their strategy for the next 3-5 years.

About aAdvantage Consulting

Established in 2002, aAdvantage Consulting is a business consultancy firm that partners organisations in leading their business and organisational transformation from “Vision to Results”. We help our clients turn strategies into business results through our People, Process and Performance solutions. We provide holistic and customised solutions to help our clients achieve lasting change. We believe that shared leadership, vision, clear standards, clear processes and roles, performance management and people development all come together to ensure sustainable change in organisations.