

# Strategic & Commercial Decision Making



**How to appreciate your business, its operating environment, the strategic options available to it and methods for evaluating and implementing the strategy.**

## AIMS OF THIS WORKSHOP

To understand the need for strategic perspective at the team level for ensuring shared goals and aspirations. To create the strategic narrative that sets out the culture and values of the team. To understand the link between strategic perspective, values, goals and everyday activities.

## LEARNING OUTCOMES

- Understanding my contribution to the organisation's strategy
- Understanding how my team's activities contribute to the overall strategy
- Creating the strategic narrative for the team
- Deciding how I best engage my team within the overall strategy
- Goal setting, agreement and measurement
- Clarifying roles and responsibilities of each management level
- Understanding the vision, mission and strategy
- Deciding the key result areas to define goals
- Measurement of goals vs micro-management
- Dealing with conflicting goals/expectations
- Organisational vs team outcomes

## STYLE OF THIS WORKSHOP

Whether on- or offline, this workshop will be participative and interactive; delegates should arrive with a clear understanding of their own key result areas and prepared to write clear, measurable objectives for themselves and their team. There will be an opportunity to give/receive feedback to ensure these are SMART and will stand up to the practical realities of the daily workplace. Discussion, co-working and co-coaching will be the themes of the day and delegates can expect a practical workshop. For the online option, the workshop will consist of 4 x 90-minute webinars which can be run over a number of days/weeks to suit your calendar commitments.

We use the principles of Micromastery – 'learn small, learn fast, learn long' and each workshop will be followed up with a set of reminders to lock the learning into the longer-term memory. Each delegate will leave with a clear plan of action to help them take the learning back to their workplace.

- On- or off-line options available
- Follow-up reminders to lock in the learning
- Leave with a SMART action plan