

# New leadership team establishes its direction

## *Situation*

- Post merger of two organisations a new division needed to establish its vision, strategies and ways of working.
- Ownership of the resulting plan was critical for the leadership team so they could renew and revisit on annual basis.
- Communication to key stakeholders was crucial to have the resources they needed to be successful.

## *Action*

- Developed a workshop with the leader and human resources to develop a long term plan and stronger leadership team
- Supported the team to translate strategies into action plans
- Provided mechanisms to track progress at leadership team meetings
- Worked with the leadership team annually to update environmental scan, strategies and ownership
- Identified resources for external and internal benchmarking to supplement environmental scans
- Provided tools for specific strategies e.g. influencing plan framework, project management techniques, business case development
- Provided approaches to engage managers & employees so they knew what they needed to do to embrace the new ways of working

## *Result*

- Leadership team was engaged in implementing strategy and their teamwork increased.
- Individual capabilities in strategy implementation grew.
- A sustainable renewal process of strategy development and implementation was established.
- All stakeholders were aware of the divisional direction and what could be expected.
- Resources were provided to the team to allow them to reach their goals
- Director and team leader of one large strategic initiative - *We couldn't have got to where we wanted to without you*