

Work Planning

Once organisation strategy has been developed, the next step is to make it actually happen in practice. Our participative approach is designed to win the commitment of the team members who must implement the strategy, helping them to see how their individual efforts contribute, and encouraging them to consider new and improved approaches.

Our methodology involves a careful consideration of what success looks like for the participating team, and builds on this understanding to identify the practical, day-to-day, work activities that need to be carried out. We then help the team to make decisions about how the work might be divided up into roles and develop action plans for the future. High levels of engagement and motivation are the inevitable outcome.

Overview

Type of Learning:	In-house training
Suitable for:	Teams who would like to enhance their motivation and effectiveness
Duration:	2 days
Key Question:	What are the practical, day-to-day activities that we need to carry out in order to deliver our purpose and how will we organise ourselves for maximum effectiveness?
Expected Outcomes:	A focussed and motivated team who are clear about who is doing what and why. We usually find that teams have an increased appreciation for each other, conflict reduces, and efficiency is enhanced.
Content Information:	<p>The following outline is tailored to the client's individual requirements:</p> <ul style="list-style-type: none"> ➤ The team reviews their strategic plan (values, vision & mission can be developed if the team does not have a strategic plan) ➤ The team identifies the people who receive a benefit as a result of their work and seeks to clarify the desires and needs of the various groups ➤ Small groups discuss and depict the future state of these beneficiaries as a result of the organisation's efforts ➤ The day-to-day work activities which need to be carried out in order to deliver the team's purpose are identified.

- The work activities are analysed in order to clarify what best practise entails
- The team discusses how the work activities are divided up between departmental groups & key roles
- The team identifies areas for improvement and any new activities which need to be carried out in the future; improvement goals are agreed

Other Information: This workshop results in the key work activities of the team being allocated to individuals and our clients often want to update their job descriptions as a result. It's a good idea to have our 'Effective Appraisals' workshop at this point – this workshop helps managers to ensure that each team member is actually doing the work that has been allocated to them, and to the correct standard

“Many of us in leadership know that hard-work only begins when a new strategy comes off the printing press. The Leadership Team, after coming to us highly recommended by top INGOs in the great lakes region, did a great job in helping the team put perspective to our new strategy and what it would take to deliver it. The participative approach The Leadership Team use in all their workshops got the team to reflect on the commitment it had just made to deliver the new strategy, but even more important, the energy and tactics required to put the strategy to action. As a result of the work The Leadership Team did with us, CARE Rwanda boasts a very committed team that is conversant with what is expected to deliver the new strategy. I highly recommend them.”

Apollo B. Gabazira | Country Director| Care International in Rwanda

Contact Us

For further information about this solution, or to receive a formal proposal, please contact info@theleadershipteam.org