

Vision, Goals & Strategy



Show Your Leaders How to Move a Team in the Right Direction

Interactive Bite Size Coaching Pack with Simulation

Description

Action orientated and full of practical ideas to engage your team! High performing teams understand:

- **Vision** - where they are going
- **Goals** - the steps to achievement
- **Strategy** – the plan to achieve

Show your leaders why vision, goals and strategy are critical in the building of high performing teams. Packed with ideas, team and personal projects, this programme shows leaders how to:

- Create a vision that everyone commits to – **the team knows where they are going.**
- Define, format and set the goals that achieve the vision – **the team knows what has to be achieved, and when.**
- Identify the activators, engagement mechanics and enablers – **the skills and processes the team will use to deliver the goals.**
- Use three strategic disciplines to create strategy – **the plan is built around the needs and capabilities of the team.**
- Assess the capabilities of the team – **strategy is built on what the team has the capability to deliver.**
- Define the values and beliefs on which the team operates – **everyone understands their role, contribution and responsibilities.**

Simulation Content

In the '**Vision, Goals & Strategy**' simulation, participants take the part of a Managing Director leading a business in the software market. After six years of growth, performance has flattened and the leadership team must create the vision, goals and strategy to move the business forward. A great opportunity – but participants have to make the right decisions to power this business forward.

What You Will Receive

The easy to use '**Vision, Goals and Strategy**' Bite Size Coaching Pack comes complete with professionally prepared materials that include:

- Vision, Goals & Strategy business simulation
- PowerPoint slides
- Coaching guide
- Coach's notebook
- Participant notebook
- CD containing the simulation, PowerPoint slides and PDF files of all materials, **which you can print from the disc as often as you wish.**

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How the Programme Works

This powerful and effective **Bite Size Coaching Pack** is designed to last between **90 – 120 minutes** and to be delivered in three stages:

Stage	Activity	Outcomes
Coaching Time: 45-60 Minutes	The coach takes the participants through the programme. This integrates lecture and debate with practical projects and personal exercises. PowerPoint slides, detailed coaching guide and notebook are provided for the coach. Participants have a detailed notebook to use and retain.	The content drives new skills, knowledge and behaviours which are practised in the simulation. Group and individual projects challenge participants to think how they will implement this new learning in their personal roles.
Simulation Time: 30 minutes	Participants are challenged to make decisions on realistic situations they are likely to face in their personal roles. They debate each decision and reach consensus on the best option. The debate is a highly effective step in the learning process. We recommend that participants work in teams of four. However, the simulation works effectively as a one-on-one coaching aid.	People learn from the experience the simulation creates - reflecting on the decisions they have made and their consequences. This unique approach embeds learning, achieves high levels of retention and – most importantly - gives people the confidence to apply these skills in their personal roles.
Feedback Time: 30 minutes	Participants review the feedback provided by the simulation and then regroup with the coach. The coach will discuss each decision, comparing the decisions taken by each group – or individual – and will clarify which choices are correct and the learning that sits behind them.	Everyone leaves the programme with improved knowledge of how to successfully implement the skills learnt.

Group Size - this will vary based on how comfortable the coach is with large groups. As a minimum, we would suggest 6 and a maximum of 20 participants.

Individual Coaching – the programme works very effectively as a one-on-one event when there is a need to address a specific skill area with one individual.

Equipment

To run this simulation event, you will need

- A pc or laptop for each team, or individual participant, with Windows 2000, XP or Vista
- LCD projector
- Flipchart
- Printer – an option that is useful but not essential.