



Business Planning

Overview

A 13-week process resulting in a practical workable Business Plan that focuses on outcomes with full engagement of managers and wider consultation of staff.

Features

On-line initial diagnostics with management team to establish capability to deliver the Business Plan (Functional Assessment)

Continuous support for the management team going through the process

½ Day briefing event

2 X 2 day residential events

Managers constantly challenged to produce SMART outcomes throughout the process

Managers work together as a team

Whole management team review each department's plan

Facilitates wider staff consultation

Can be used for whole organisation or departments

Electronic master copy of Business Plan produced

Benefits

Whole process completed in 13 weeks

Minimum time away from workplace

Facilitates strategic 'joined up' thinking by management team

Outcomes are measurable and easily monitored

Managers work with their teams to produce outcomes

Managers are challenged to think through the implications of their plans

Related Products

Managerial Assessment of Proficiency

Professional Qualifications

Management Effectiveness Profile



Typical Programme Outline

Part One

Day One

Setting the Context for the Strategy

Planning Framework for Organisation's
Corporate Aims/Objectives
PESTEL Analysis

Where are we now

Organisational Strengths and Weaknesses

Where are we going?

Our Priorities for next 5 years

Main Development Workshops:

Draft 1 of Group Objectives
Structure of main Group Plan
Framework for Service/Business Plans
Consultation ideas
Getting staff engaged with the process
Performance Management Process to ensure
plan is delivered

Presentations

Removal of gaps and overlaps
Achieving synergy

Plenary

Part Two (8 weeks later)

Day One

Review of consultation process
Presentations of draft two plans
Refinement and further development
of plans
Plenary

Investment

£18000 for full process including production of electronic Business Plan Master
N.B. VAT, travel, subsistence, venue and equipment extra – recharged at cost

Day Two

Review

Review of progress so far

Business Plan Development Work

Refining plans as a result of the review

Presentations

Present individual plans to team
Final Review

Action Planning

Plan consultation process
Plan own development as a result of
Functional Assessment

Plenary

Day Two

Production of final draft of plans
Evaluation of plan against criteria
Distribution/Cascade Planning
Plenary