

People and Strategy Alignment

CLIENT

This Program was conducted for the senior executives of a renowned pharmaceutical company with global operations. They have a global presence in over 170 countries through exports and strategic alliances.

INTERVENTION

This was a custom-designed training intervention of two days with a purpose to align the senior executives to the organizational strategy. The intervention looked at aligning people and organizational processes to strategy. The intervention included bringing the participants face-to-face with the challenges they might face while driving the strategic initiatives and the behaviors they must demonstrate to achieve the strategic objectives. The training session was a blend of -

- Classroom Discussions
- Group Presentation, Discussion and Feedback
- Framework Driven Practice Sessions
- Role plays with an Interventionist Approach
- Case preparation, presentation and discussion
- Case study/ Caselet Discussion and Analysis
- Overnight Group Assignment
- Focused Learning and Plan of Action

OBJECTIVES

- To engage people with the strategy and direction of the business
- To get them to be excited to be a part of the business journey
- To understand the critical role they would play in achieving the business goals
- To understand what behaviors will get them to succeed

PROGRAM CONTENT

- Context: The Smell of the Place
- 'From-To-By-So That' Behavior and Actions
- The 4E Model of People Alignment
- Engaging People: Framework
- Exciting and Empowering People: Framework
- Actioning the 4Es: Individual/ Group
- Intercultural Orientation: Perspectives
- Commitment to Do and be the Best