

# Strategy Execution is a team sport!.

- 1) People execute the strategy.
- 2) A strategy may be good, but it would never deliver significant result without its people.
- 3) Connecting people to strategy is paramount for successful execution.
- 4) When people are aligned to the organisation strategic goals, their collective energy is directed towards achieving those goals.



# Human Capital Readiness

**Organisations do not execute and make strategy happen unless the right people, individually and collectively are focused on the strategic priorities at the right time.**

## ENSURE:

- ✓ Talent Readiness: Refine recruitment, staffing and resourcing process to ensure the right people are in the right jobs at the right time.
- ✓ Employee alignment: Enhance the Performance Management System (PMS) to have a clear line of sight from corporate strategy to employee's objective.
- ✓ Timely feedback loop with automation that connects Strategy and Individual Performance Management Systems. This built-in flexibility enables seamless adjustment as the strategy is refined.
- ✓ Strategy Execution Capability: Build in-house strategy execution capabilities, so that employees are equipped to consistently translate the strategic intent into actions more systematically.
- ✓ Nurturing a learning environment: Supporting a continuous drive at individual and team level for self-renewal, creativity and innovative thinking.

# ENGAGEMENT & COMMUNICATION MATTERS

Ensure **internal and external understanding** of the strategic aspirations and priorities.

Align key stakeholders with a **shared vision and common strategic direction**.

Create awareness about **Strategy and how to measure success**.

Drive **participation & support** the execution of the strategic objectives, targets and initiatives.

Increase **motivation and commitment** by demonstrating how individuals contribute to the accomplishment of the strategy.

Promote **transparency and accountability** with ongoing feedback on progress and performance.

**Provide timely information** to all stakeholders and influencers on the strategy & execution capabilities.

# Communicate to:

## INFORM

Share the Strategy and Execution Road-Map: the vision, challenges to overcome, strategic priorities, desired outcome and HOW it is to be achieved.

## PERSUADE

Create an understanding of the current situation and the business case for change.

## INVOLVE

Engage and involve people across the organisation; they'll understand the strategy better and have some stake in the outcome.

## REMIND

Share progress, follow up on agreed actions, and keep the organisation focused on the desired outcomes.



# CONNECT & MOBILISE PEOPLE FOR STRATEGY EXECUTION

Connect with Us to discuss how to build and sustain Human Capital Readiness

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