

Real Strategy Development & Execution

To make strategy real is to **develop** a plan that makes sense every day and to execute it well.

Successful **execution** requires that you operate efficiently, own decisions, build the right capabilities, and share information easily and with the right people.

Retaining M. Beacon Enterprises as your strategy partner gives you the best chance for succeeding in both strategy development and plan execution. Here's how we work with your organization to make strategy real:

Develop and execute strategy

- Assess your strategy on three levels (enterprise, operational, tactical) to be sure they are working together in an integrated way
- Diagnose whether you should create a new plan, or whether something else is getting in the way of the plan you have
- Develop new strategies and/or translate what the corporation has asked you to do into operational strategies for your unit
- Link current initiatives to your strategy, suggest alternatives, or recommend deletions
- Ensure key leaders understand the strategy and their roles in achieving it
- Identify critical milestones and metrics to monitor progress

Improve organizational effectiveness

- Assess whether you have the capabilities – and capacity – required for success
- Determine if your current capabilities are being used in the most productive ways, or if they might be redeployed or refocused to better advantage
- Analyze the organizational structure to determine if it supports effective business practices and management behaviors
- Link performance and career management to strategic business objectives
- Focus on core business processes from 'end to end'
- Assess where it 'hurts' to improve performance and identify where to better manage critical touch points, inputs, and outputs along the process
- Ensure everyone knows who is accountable for what – and why

Build capabilities among individuals and teams

- Assist leaders to coach their teams to maintain focus on the most critical issues, to perform consistently, and to respond positively to change
- Coach employees to work effectively across organizational boundaries (geographies, functional areas, business units, etc.)
- Provide leadership approaches and tools to support improved business results
- Build individual leadership capabilities to enhance both strategic agility and ability (including success during first 90 days in a new role; team or executive team management; driving change; and career transition)
- Enhance effectiveness of teams (including Boards and executive committees)