

Facilitation Services: Participatory Strategic Planning (PSP)

- Do you need to develop strong strategy which supports your organization's vision or mission?
- Do you also need to achieve buy-in and commitment to the vision and strategy from within your team/division/organization?
- Do you believe a participatory process is a good idea but your organization lacks competencies, or confidence, with using participatory processes?

Our strategic planning process helps senior managers define the future vision and strategy through a process that makes the most of the talent within the organization and among its key partners.

The PSP is an ideal process for developing a clear vision and strategic directions. We work with you to ensure the necessary information is collated to feed into the event, and the participatory strategic planning process takes between 2 and 5 days. Additional sessions (such as team-building, leadership, creativity and innovation) can be incorporated into the process.

Immediate results

Consensus will be achieved on

- organization's Vision statement
- areas of competitive advantage, and high impact – as well as contradictions (performance inhibitors)
- strategic directions and milestones for implementation
- trends, opportunities and threats (sourced from external specialists plus internal wisdom)
- actions for the next 2 years and commitments from each department for next 6 months

Deeper outcomes

Participants will come away with

- Shared understanding of the value of different perspectives
- Enhanced appreciation of the role and contributions of each part of the organization
- Engaged staff
- Stronger teams, with individuals more aware of own and others' contributions
- Staff will be more aware of how facilitation and structured processes can bring about effective participation.

Case Study: Country Strategic Planning • International Non-Governmental Organization • Complex political environment • North Africa

Against a backdrop of broader organizational change at the global level, the workshop sought to articulate the importance of the organization's work in the country, and define its "value proposition" moving forward. Senior managers were invited from the country head office, field offices and regional office and representatives of selected partner agencies were also invited.

The workshop reviewed recent work, identified opportunities and threats posed by the external environment as well as larger organizational change initiatives, explored in detail the importance of strategic change initiatives for the organization's target group as well as best practice, and built consensus on strategic directions and priorities for action over the immediate future.

"Lesley's contribution was immense, in terms both of process development and workshop delivery. Her engaging and participative preparation and facilitation techniques were particularly effective and appreciated greatly by staff at all levels of the organization. There is little doubt that Lesley's work with the country office provided important impetus and direction at a critical time for us."