

STRATEGIC MANAGEMENT TRAINING

25 – 27 September 2024
Arebbusch Travel Lodge
Windhoek



Day 1: Strategy Planning

Time	Activities
9:00	1. Introduction <ul style="list-style-type: none">• Know the participants.• Course expectations and purpose, approach, methodology, structure
9:15	2. Strategy & Strategic Management <ul style="list-style-type: none">• defining strategy and its importance,• defining the nature and value of strategic management (strategy planning and execution)
10:15	TEA BREAK
10:30	3. Strategic Management in Namibia
11:30	4. Strategic thinking - 14 key characteristics
12:30	5. Characteristics of good strategic plans
13:00	LUNCH BREAK
14:00	6. Public and private sector contexts - 16 significant differences
14:45	7. Strategic planning methodologies – BSC & LFA
15:15	TEA BREAK
15:30	8. Strategic planning process – step by step
16:30	Closure

Day 2: Strategy Execution

<i>Time</i>	<i>Activities</i>
9:00	9. Strategy Execution <ul style="list-style-type: none"> definition, its importance and the differences between planning and execution; the strategy execution gap – the gap between strategic planning and execution; why good strategies fail
10:15	TEA BREAK
10:30	10. MERIL-DE Conceptual Model for improved strategy execution <ul style="list-style-type: none"> the 9 Vital STRATEX Components, namely: 1) Leadership, 2) Strategic Planning, 3) Project Management, 4) Alignment, 5) MERIL, 6) Drive, 7) Engagement, 8) Risk Management & 9) Stakeholder Management
12:00	11. The STRATEX CAR <ul style="list-style-type: none"> analogy for applying the MERIL-DE Model in your unique context
13:00	LUNCH BREAK
14:00	12. Leadership <ul style="list-style-type: none"> the 8 E's of Leadership required for strategy execution; Leadership Styles - assessing different leadership styles and impact thereof on organizational culture; essential skills and competencies for effective leadership during periods of change.
15:15	TEA BREAK
15:30	13. Project Management <ul style="list-style-type: none"> the 5 Process Groups & 9 Knowledge Areas according to PMI's PMBOK Guide Risk Management - how to integrate risk management in the strategy execution journey; how to address conflicts within the organization to maintain a healthy culture during change.
16:30	Closure

Day 3: Performance Management

<i>Time</i>	<i>Activities</i>
9:00	<p>14. Performance Management</p> <ul style="list-style-type: none"> Defining performance, performance management and its importance; Institutionalizing the MERIL cycle in your organization (Measure, Evaluate, Report, Improve, Learn)
10:15	TEA BREAK
10:30	<p>15. Alignment</p> <ul style="list-style-type: none"> Aligning strategy with culture, HR, structure, processes, technology, funding; Cultural Assessment - understand the existing organizational culture to identify areas for improvement; Alignment of organizational values with day-to-day practices to strengthen the desired culture. Cultural Transformation - strategies for ensuring positive and adaptive organizational culture; Change Readiness – assessing and enhancing readiness for change and strategy execution; Sustainable Change: - strategies for ensuring that changes become ingrained in the organizational culture over the long term
12:00	<p>16. Drive/Motivation</p> <ul style="list-style-type: none"> Assessing and improving your motivation based on PAAMAA Drivers
13:00	LUNCH BREAK
14:00	<p>17. Engage</p> <ul style="list-style-type: none"> Techniques to engage and involve employees in the change process, fostering a sense of ownership; developing effective communication plans for conveyance of change initiatives transparently.
15:00	18. Course Evaluation and the way forward
15:30	CLOSURE & TEA BREAK