

CLARIFYING NEXT YEAR'S OPERATIONAL PLANS



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Choosing whether to stabilize or maintain pace during a period of high growth.

A mid-size services firm with 3 years of double-digit growth needed to make important choices for the upcoming year

Leadership understood the need to refresh and clarify their business plans, but with 'all hands on deck' handling the growth, business planning meetings were being postponed.

However, leadership was conscious that unresolved tension was growing between 'slow the growth to consolidate our execution capability' versus 'continue the high growth and risk a few errors'. Similar debate was occurring around 'grow share of wallet in a few major accounts', versus, 'expand into new markets'.

42 people engaged in the virtual dialogue and alignment maximization activities, mostly after hours – including participants from business development, service delivery and key contributors, in addition to the leadership team.

The low Alignment Index of 65 was actually greater than expected. On one hand, confidence in the business model, the leadership team, and the market opportunity was high, plus the two issues described above were validated.

At the same time, the virtual dialogue revealed unforeseen concerns over brand differentiation and decision-making policies.

In two, 3-hour leadership team meetings, the annual objectives were discussed and endorsed. The firm has maintained its growth rate over the following two years.

CONSULTANT SERVICES:

Consultative: Creating a pathway in achieving your results with your business members input and employee observations of what is key for the benefit of your clients.

Advisory: Bringing diverse perspectives from unrelated industry operations and processes in seeking new opportunities in efficiencies.

Collaborative: Alignment optimizations delivers on a full spectrum of progressively engaging and impacting methodologies that deliver the results you and your clients expect.

KEYNOTE SPEAKER/WORKSHOPS

TRAINING & FACILITATION

COACHING & MENTORING

STAY CONNECTED



Ronald M. Allen
Managing Director

Managing Change, LLC



Cell: 609-247-2799

Office: 609-556-9816

Fax: 609-283-0217

website: www.RonaldMAllen.com

E-Mail: ronald@managingchange2.com

Aligning Performance Improvement w/Corporate Strategy