

Pre-Annual Planning Accelerator Session



Client Testimonial

"Last year we embraced the emerging leaders Pre-Annual Planning Accelerator Session, and it made a real difference in the engagement and ownership of our Annual Plan!"

Andy Warren, CEO - Maracay Homes

How can we secure more input from your emerging leaders as we plan for a successful year? How do we create more ownership of your Annual Plan among your frontline leadership? How can your executive team spend less time in day-to-day execution and more time on growth and strategic planning?

HIGH PERFORMANCE SENIOR LEADERSHIP TEAMS HAVE DISCOVERED THE SECRET TO DEVELOPING A SUCCESSFUL ANNUAL ONE-PAGE PLAN...BY INTENTIONALLY ENGAGING THEIR EMERGING LEADERS IN THE PROCESS.

The Pre-Annual Planning Accelerator Session brings together your emerging leaders, where you will identify and include them while further training and developing these leaders in collaborative business planning.

The full or half day, depending on final scope and number of participants, includes:

- A **collaborative session** with small groups of 3-4 providing frontline feedback and perspective to the senior team on your Annual Plan:
 - **SWOT** – Strengths, Weaknesses, Opportunities and Threats
 - **Core Values** – Are they alive? Who exemplifies them? Where are our areas of maturity?
 - **Top 5 Priorities** – Can you agree on what these might be for the upcoming year?
- An **executive briefing** to the senior team in each on each of the items above, with interactive discussion among participants
- A **post-session "team time"** for further team and relationship development

RESULT: A MORE EFFICIENT SENIOR TEAM ANNUAL PLANNING PROCESS WITH A GREATER PORTION OF TIME INVESTED IN GROWTH STRATEGY AND PEOPLE DEVELOPMENT.

Additional Results:

- An **energized** group of emerging leaders, who have contributed to your Annual Plan
- Greater **ownership** of your Annual Plan among emerging leaders and their teams
- More senior leadership time spent working "on the business" rather than "in the business"

FAQs:

1. What is the best time frame for hosting a Pre-Annual Planning Accelerator Session?

Anywhere from three weeks to 30 days prior to your annual planning session.

2. Who is included in the Pre-Annual Planning Accelerator Session and why?

The session typically includes 8 to 20 of your emerging leaders, the team members you feel will be leading the company into the future based on their support of the company's core values and productivity. The senior team is not included in the collaborative session with the emerging leaders, BUT are included in the executive briefing at the end of the session and in the team building exercise or dinner after.

3. Where is the best place to hold the session?

At a location that will ensure the emerging leaders can safely and confidently express their views, while minimizing day-to-day operation distractions and interruptions. This is typically an offsite location near the office.



Patrick S. Frazier, CBC
President
The Coaching Authority, LLC

(574) 286-1123
www.coachingauthority.net
Patrick.S.Frazier@comcast.net

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