

# Birn + Partners

Executive Search & Consulting

*White paper*



## Leadership Development

*Get your leadership team ready for  
future business transformation ...*

**Strategy  
implementation**

## Strategy implementation

*From Strategy to everyday life*

Leadership development is a set of activities that prepare current and future leaders to perform effectively in their roles.

This integrated discipline includes topics such as effective leadership, how to motivate employees, enhance communication skills and awareness, evaluating leadership styles, understanding workflow in different functions and industries, and change implementation and management. Building the right team and getting it aligned is one of the most important parts of leadership. It is a process and a journey, where success is not only about complimentary skill sets and potential but also about trust, integrity and chemistry.

Birn+Partners customized services allow organizations to develop the leadership competencies and culture needed to meet specific challenges and business realities.

To address new challenges and business concerns, organizations must constantly monitor, evaluate, and adjust their strategic initiatives. When a new strategy needs to be implemented, it's typically up to managers to ensure it rolls out successfully.

Whether you're an aspiring, new, or seasoned manager, understanding the strategy implementation process and how it relates to organizational change is critical to ensuring you can be effective over the course of your career.

### ***What is Strategy implementation?***

Strategy implementation is the process of turning plans into action to reach a desired outcome. Essentially, it's the art of getting stuff done. The success of every organization rest on its capacity to implement decisions and execute key processes efficiently, effectively, and consistently.

While developing a strategy is one of the first steps to implementing organizational change, the implementation itself is vital to a company's success. Without an efficient implementation process, even the best-laid plans may not come to fruition.

## **7 KEY STEPS IN THE IMPLEMENTATION PROCESS**

**1**

### ***Set Clear Goals and Define Key Variables***

The first step of the process is straightforward: you must identify the goals that the new strategy should achieve. Without a clear picture of what you're trying to attain, it can be difficult to establish a plan for getting there.

2

## *Determine Roles, Responsibilities, and Relationships*

Once you've determined the goals you're working toward and the variables that might get in your way, you should build a roadmap for achieving those goals, set expectations among your team, and clearly communicate your implementation plan, so there's no confusion.

3

## *Delegate the Work*

Once you know what needs to be done to ensure success, determine who needs to do what and when. Refer to your original timeline and goal list, and delegate tasks to the appropriate team members.

4

## *Execute the Plan, Monitor Progress and Performance, and Provide Continued Support*

Next, you'll need to put the plan into action. One of the most difficult skills to learn as a manager is how to guide and support employees effectively. It's important to make yourself available to answer questions your employees might have, or address challenges and roadblocks they may be experiencing.

5

## *Take Corrective Action (Adjust or Revise, as Necessary)*

Implementation is an iterative process, so the work doesn't stop as soon as you think you've reached your goal. Processes can change mid-course, and unforeseen issues or challenges can arise. Sometimes, your original goals will need to shift as the nature of the project itself changes.

6

## *Get Closure on the Project, and Agreement on the Output*

Everyone on the team should agree on what the final product should look like based on the goals set at the beginning. When you've successfully implemented your strategy, check in with each team member and department to make sure they have everything they need to finish the job and feel like their work is complete.

7

## *Conduct a Retrospective or Review of How the Process Went*

Once your strategy has been fully implemented, look back on the process and evaluate how things went. While failure is never the goal, an unsuccessful or flawed strategy implementation can prove a valuable learning experience for an organization, so long as time is taken to understand what went wrong and why.



For more information about our leadership services, please contact one of our Executive Consultants at **[birn-partners.com](https://www.birn-partners.com)**

**Birn+Partners** is a recruitment and leadership advisory firm working with attraction of talent and transformation through people. We advise agile organizations to attract and position the next leaders that can navigate into the future with success. Our 60 global consultants across 12 offices in 8 countries are strong in delivering world class talents and helping in building high performing teams in organizations. All consultants are experienced former business leaders that know the different opportunities and challenges ahead.

Birn+Partners helps clients navigate the future through executive search, leadership consulting and board services. We focus on being one stop for you with our large service portfolio as a successful organization need today. The key differentiator for our services are the 8000 European executives that have participated in developing and adjusting our service portfolio so we can deliver the talents of tomorrows success.



## Executive Search

With a customized search engagement and assessment process, we take pride in finding the right talents that fit your organization. We have a thorough insight into your markets and industries and we work across borders to find the talent that can take your organization to the next level.

We promise long term commitment to you and the success is far more than the placement of the right leader, it is to get the leader to thrive from start. Our FIRST 100 program takes the new leader fully into your business, team and culture dynamic and ongoing leadership development. We focus on quality in representing you as our client and the trust given to us.

## Leadership Consulting

With improvement of leadership to teams and individuals, we bring you to the next level and prepare current and future leaders to perform towards achieving a strategic organizational goal. Building and shaping the right team is a process and a journey where success is not only complimentary skill set and potential but also about trust, integrity and chemistry. Allow your organization to develop the leaderships competencies and culture needed to meet specific challenges and business realities is important to meet the challenges of tomorrow. Examples of services within consulting are; assessment of individuals and teams, coaching and career advisory, strategy implementation.

## Board Education

Together with top executives, private equity companies, lawyers, and auditors we provide our own state-of-art Executive Board Education. More than 200 executives have already successful completed the master program. We have tailormade a 5-day certification program guiding executives for the board of director role and new skills in handling the dimension between management and board.