

High-Impact Strategic Planning & Performance Management

Earn up to
14 CPD
Units

SUMMER SERIES 2017

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ANTIGUA COMMERCIAL BANK**

COUNTRY	DATE	VENUE	COST (US\$)
Antigua and Barbuda	Thursday- Friday, June 29-30	Jolly Beach Resort	\$1,290.00
Jamaica	Thursday- Friday, July 6-7	Jamaica Pegasus Kingston	\$ 1,300.00 plus GCT

8:00 AM-4:30 PM DAILY

CONTACT INFORMATION

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Website: corporategovernanceadvisors.com

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We offer customized/bespoke intervention in this and all our learning programmes.



GOVSTRAT STATEMENT OF QUALITY ASSURANCE

WHAT SEPARATES OUR SERVICES FROM THAT OF OTHERS

Learners at each of our workshops will benefit from the knowledge and expertise of leading international, regional and local corporate governance expert practitioners, board governance facilitators and leading academicians. Our Learning Facilitators/Consultants have in-depth knowledge and working experiences (in excess 100 years cumulatively) across the Caribbean and on Four (4) Continents while having obtained specialised and world-class education and training. They bring local governance case studies, video-clips, critical references and case laws to bear while comparing these with “best-in-class” global practices. At GovStrat, we do not apply “one size” governance model to fit all. We believe each Organisation and Leader (in the public or private sector) is unique and requires specialised attention whether through our public/advertised or bespoke learning and consulting interventions. GovStrat has the experience of training more than 7,500 Directors, Senior Managers and Government Ministers in more than twenty countries.

HIGH IMPACT STRATEGIC/CORPORATE PLANNING WORKSHOP

COURSE OVERVIEW:

In today’s business environment, strategic planning and performance have never been more important. Yet research shows that many leaders and managers either don’t plan at all or lack the ability to develop the plans necessary to move their organizations from its current state to where they want it to be.

High Impact Strategic/Corporate Planning is about creating a preferred future for your organization. In this course, you will learn how to use a four-part strategic planning model used by thousands of business leaders to improve their organizational effectiveness. The model utilizes a three-year planning model developed by Dr. Vindel Kerr and supported by the Balanced Scorecard methodology developed by Kaplan and Norton (2001), and other important planning tools for ongoing performance management and evaluation. Specific references will be made to existing models used by successful Governments and private enterprises in their strategic/corporate planning approaches. Unfortunately, with no generally accepted and standardized approach in the some institutions, a wide array of approaches can be found event within a single governmental domain.

Strategic performance management in which information on agency or program performance is used to assess government and private sector effectiveness and to hold managers accountable while managing for results, is now globally relevant goal or function of most governmental and non-governmental organizations. This workshop will provide an overview of performance management systems, including their objectives, design, and basic components and requisites for effective functioning. In addition, through interactive discussions and case illustrations, workshop sessions will elucidate the practical details of how the set-up and implement a performance management system and its potential to improve efficiency and program or organizational performance.

Part 1: Strategic Formulation

During the Strategic Formulation Phase, leaders formulate the key components of their strategic plan by framing the Values, Vision, Mission, Goals, Objectives and Strategies of the Plan. It is also necessary to clarify any changes in the business and financial models needed to support the Vision over the next three years and longer.

Part 2: Strategic Development

The Strategic development Phase begins with an assessment of the internal and external environments. It requires formal data gathering to determine the opportunities and threats facing the organization and the identification and clarification of target customers, clients, markets and stakeholders. It also involves an audit of the internal environment to identify strengths or weaknesses taking into consideration leadership style, skills, staffing, systems, structures, appropriate strategies and what shared vision is needed. Several strategic tools will be introduced and explored in assessing the internal and external environments.

Part 3: Strategic Implementation

While Strategic Formulation and Development are about strategic choices and alignment, Strategic Implementation is about making it work. One of the best ways to do this is with the Balanced Score Card Approach which allows you to establish and monitor strategic objectives in four business-critical areas; finances, customers, internal systems, and learning and growth. It also allows you to set up timelines and metrics in each area to measure progress.

Phase 4: Strategic Evaluation

The success of any strategic plan rises and falls on the organization's ability to continually evaluate progress and make adjustments. In this model, we use the Balanced Score Card approach to set up a 90- day evaluation program for each department, team, or business area in order to continually monitor progress and make the quality adjustments necessary to respond to both internal and external changes.

WHAT PARTICIPANTS WILL GAIN

During the Strategic Development phase, leaders formulate the key components of their strategic plan by framing up the vision, mission, values, goals, and strategic objectives of the plan. It is also necessary to clarify any changes in the business and financial models needed to support the vision over the next three years.

- A thorough and permanent grasp of the ‘Big Five’ elements—Vision, Mission, Goals, Objectives and Strategies, and their interconnectedness
- Deeper insight and grasp on how to link corporate goals with individual performance objectives
- More in-depth knowledge on how to better able to lead their respective companies strategic planning processes
- Practical insights and ideas for increasing the successful outcomes of strategic planning initiatives such as data gathering, visioning, goal setting, implementation, and evaluation
- Common challenges and pitfalls associated with strategic planning initiatives and how to overcome both the human and organizational issues as they arise
- A proven strategic model which can be used in any size or type of organization to develop a three-

year strategic plan

- Case-driven, practical, hands-on experience to sharpen your strategic planning skills
- A formal and practical review of the Balanced-Score Card methodology
- Participants will be able to improve current performance management models or design new ones to suit each unique industry or employee-category.
- Participants will be able to lead their organizations effort and coach teams around strategic performance management techniques and challenges.
 - ‘Managing for Results’ will be a key take-away from this Workshop—public sector entities on this path stand to gain significantly while private sector participants are bound to push the *Kaizen Management* concept (continuous improvement) even a notch higher toward 100% productivity gains.
 - Given the practical nature and hands-on approach to be employed in the delivery of the workshop, all participants will ‘get their hands dirty’ in coming up with tangible solutions to real problems of strategic performance management realities.

WHO WILL ATTEND?

- Presidents, CEOs, Managing Directors, General Managers, Production Managers, Heads of Departments, senior and middle-level managers in the private and public sectors;
- This workshop is also ideally suited for:
 - Strategic Planners/Corporate Planners, Performance Management professionals senior executives, board members, private business owners who are contemplating the development of strategic plans;
 - human resource and administration professionals;
 - private and public institutions (Government Ministries, Departments and Agencies) with or contemplating the implementation of a Strategic Performance Management Plan and System;
 - Government leaders or managers responsible for strategic planning or strategic planning initiatives;
 - Department heads, managers, supervisors, and team leaders involve in strategic planning activities
- Anyone interested in improving their knowledge of strategic planning, result-based based performance management systems and the Balanced Scorecard Methodology

OUR FACILITATORS



CAROLYN J. HEINRICH (PH.D., University of Chicago) is a Professor of Public Policy and Education in the Department of Leadership, Policy, and Organizations at the Peabody College and a Professor of Economics in the College of Arts and Sciences. Heinrich's research focuses on policy, public management, performance management, education, program evaluation, workforce development and social welfare. Prior to joining the Peabody College and the College of Arts and Sciences at **Vanderbilt University**, she served as Research Professor at the Lyndon B. Johnson

School of Public Affairs, University of Texas at Austin. Prior to her appointment as Sid Richardson Professor of Public Affairs and affiliated Professor of Economics and the Director of the Center for Health and Social Policy (CHASP) on July 1, 2011, she was the Director of the La Follette School of Public Affairs at the University of Wisconsin-Madison. Heinrich's research focuses on education, social welfare policy, labor force development, public management and econometric methods for program evaluation. She works directly in her research with governments at all levels, including with the federal government on evaluations of workforce development programs, with states on their social welfare and child support programs, and school districts in the evaluation of educational interventions.

Prof. Heinrich has been in collaboration with the Caribbean's leading private sector learning/consulting firm, **GovStrat Limited** in training senior public servants in performance management and nongovernmental organizations such as the **World Bank, Inter-American Development Bank, UNICEF** and others, in research to improve program and policy design and the impacts and effectiveness of economic and social investments in middle-income and developing countries. She is the past president and a founding board member of the Public Management Research Association and served as the editor of the *Journal of Public Administration Research and Theory* from January 2005 through December 2008. She also served on the Policy Council of the Association for Public Policy Analysis and Management from 2004-2007 and as its chair of the Board of Institutional Representatives through spring 2011. In 2004, Heinrich received the David N. Kershaw Award for distinguished contributions to the field of public policy analysis and management by a person under age 40, and in 2010, she and was elected to the National Academy of Public Administration. She has published more than 70 peer-reviewed books and journal articles.



DR. VINDEL KERR is Founder, President & Managing Consultant of GovStrat Limited--a management consulting and executive learning and development outfit focusing on corporate governance, strategic planning, enterprise risk management, transformational leadership & change management, performance management and corporate reputation management. Dr. Kerr has gained more than 23 years' experience in corporate Jamaica and the USA, including senior management positions at the Jamaica Producers Group, Capital & Credit Merchant Bank Ltd and the New Jersey Small Business Development Centre. He obtained his early grounding at the Food & Agriculture Organisation of the United Nations (FAO) as a Farm Management/Farming Systems Economist, in 1988. Dr. Kerr has participated in many re-engineering and capacity building assignments in both the public and private sectors. Through GovStrat, he has trained and edified in excess of 4,500 senior executives and members of Board of Directors from the private and public sectors across the Caribbean, including Government Ministers, in the areas of corporate governance and strategic planning, since 2003. Dr. Kerr has consulted widely in business restructuring and agricultural development. He has played a key role in the Strategic Restructuring of critical Public Sector Enterprises including the National Insurance Board of the Turks and Caicos Islands and the Bureau of Standards (Jamaica). In Jamaica, Dr. Kerr and his co-facilitators have trained approximately 900 senior executives in Strategic Planning in the last seven years. Dr. Kerr has edified senior management teams and Board of Directors of companies including the Bureau of Standards, Jamaica; Coffee Industry Broad; all top 28 senior managers of the UDC (on behalf of MIND), several heads of Companies including current or former Executive Directors at EX-IM Bank, NHF, JAMAL Foundation, Broadcasting Commission, National Insurance Board of Dominica, Jamaica Racing Commission, NCB, Deputy Commissioners of Police, Executives at Petroleum Corporation Ltd, Dyoll Group, Jamaica 4-H Clubs, Directors and senior management at the Office of the Prime Minister, Civil Aviation Authority, Tax Administration & Assessment Department, STATIN and many others. Dr. Kerr is author of *Effective Corporate Governance* (2005) and *Effective Board Stewardship for State-owned Enterprises & NGOs: A Training Manual for Company Director* (2004). Dr. Kerr earned a doctorate in business administration (Corporate Governance & Public Policy) at the Manchester Business School, University of Manchester (UK); MBA (Intl. Business Strategy & Marketing) from Rutgers University Business School (USA) and the B.Sc. (Agri-econ & Agronomy) from the University of the West Indies, St. Augustine, Trinidad & Tobago.

FEE STRUCTURE AND POLICY

- A. Corporate rates are available for groups of three (3) or more learners from the same company 25% discount.**
- B. Fees include all learning materials, course material, a Certificate of Participation, refreshment breaks and lunch.**
- C. Full payment or payment arrangement should be confirmed two-weeks before carded date of the event.**
- D. Registration confirmation is assured only on receipt of full payments.**
- E. While we understand companies and government procurement processes and usually receive payments up-to 30 days after the event, private individuals sponsoring themselves must pay in full at least one-week before the event.**
- F. No refund for cancellation within 5 working days of each event. Substitution of persons is allowed providing that notice is given at least 48 hours before the event. No refund for “no showers”.**
- G. Only a limited number of participants will be admitted to facilitate a high level of participatory learning.**
- H. The course maybe postponed or cancelled at any time without prior notice by the hosts and or organisers. In such circumstance, full refund will be made where appropriate.**
- I. We accept corporate cheques, banker’s draft and direct debit via bank-to-bank transfers in local currencies where accepted and United States Dollars.**
- J. Our account details can be had for wire transfer payments arrangements.**



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DELEGATE REGISTRATION FORM

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TITLE OF WORKSHOP:			
COMPANY NAME:			
CONTACT PERSON:		JOB TITLE:	
ADDRESS:		TELEPHONE:	
FAX:		E-MAIL:	
DATE TO BE HELD:		COUNTRY:	
TODAY'S DATE:			

Please register the following person(s): (Place name and position in boxes and write e-mail atop):

Email:

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Representative's Name	Position

Email:

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