



Leading Strategy Execution

Leadership Development through high-Impact experiential learning

93% Rated LSE
Good or Excellent
"One of the best
of these kinds of
workshops I have
been to. Very
challenging and
engaging."

Strategy Execution was the #1 concern for CEOs for two years running, according to Conference Board research. Yet research also shows that achieving successful strategic execution remains one of the greatest challenges faced by organizations. Through over 25 years of working with leading companies, BTS has discovered that there are three essential drivers of superior execution: *alignment, mindset and capability*. A misfire in any one of these elements results in sub-optimal performance.

Middle Leaders Translate Strategy into Action

An important (and often overlooked) group of leaders who directly impact the alignment, mindset and capabilities of others are an organization's middle-level leaders. These leaders, along with those they directly and indirectly influence, touch every single employee in an organization and impact customers on a daily basis.

Middle leaders are called upon to rapidly adopt and translate their organization's strategic priorities into clear, unit-specific plans—then execute them flawlessly. They are further challenged with navigating complexity, operating in an uncertain and ambiguous environment, breaking down functional silos, and managing divergent interests within their organization.

Consequently, BTS's Leading Strategy Execution crystallizes over 25 years of working with top global companies in the execution of strategy, as well as current research from respected thought leaders. The program gives participants a clear picture of what matters most as they move from what's intended to what's implemented, from what's decided to what's done.

The Program at a Glance

Leading Strategy Execution is a dynamic two-day experiential learning program that builds a leader's capability to make the right decisions better and faster for achieving business results. This discovery based program



"I found the simulation to be really insightful and challenging. It forced one to think at a higher level. To consider a much wider range of issues and to consider paradoxes that one might not necessarily face in our day-to-day activities."

leverages a highly engaging scenario simulation and other tools to practice leading execution in a risk-free environment. Participants gain the confidence and skills to impact their business immediately when they get back to the job.

Upon completion of Leading Strategy Execution, participants will:

- Discover and **differentiate the role and responsibilities** of the mid-level leader relative to other leadership levels of an organization
- Recognize and reconcile paradoxes in the business environment to resolve competing priorities and **optimize outcomes**
- Identify and assess key stakeholders to influence and **strengthen relationships** that lead to the acceleration of key business results
- Discover how to propel teams through the stages of development to build high levels of **engagement and top performance**
- Build capability to **recognize key derailers** and take appropriate action to **get strategy execution back on course**

Experiential Learning

The heart of Leading Strategy Execution is a robust, business leadership simulation in which participants assume senior leadership roles in a leading corporation.

Their decisions—about conflicting demands, individuals and units they lead, major customers, and product problems—play out during three fast-paced rounds of simulation, providing a rich source of professional insight and practical execution know-how.

Group and individual activities are positioned throughout the program to reinforce learning points. These activities employ Engage Maps, robust scenario simulation, diagnostic tools and action planning.

Participants target application of new learnings and skills to the most important strategic execution challenges they face in their role—for immediate on-the-job application. At the same time, they learn how to build alignment, mindset and execution capabilities across the entire organization.

Who Should Participate in Leading Strategy Execution?

1. Experienced leaders seeking to sharpen their leadership skills
2. Leaders who must get results in their roles in the "middle" of the organization
3. High-potential individuals being developed for these roles.

About BTS

BTS focuses on the people side of strategy, working with leaders at all levels to help them make better decisions, convert those decisions to actions and deliver results. At our core, we believe people learn best by doing. For 30 years, we've been designing fun, powerful experiences™ that have profound and lasting impact on people and their careers. We inspire new ways of thinking, build critical capabilities and unleash business success. It's strategy made personal.

For more information, please visit www.bts.com.